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New York - State Commission for Human Rights.
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Dec. 1956 - Fall 1962 1957
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A BULLETIN ON CIVIL RIGHTS IN EMPLOYMENT, PLACES OF PUBLIC ACCOMMODATION AND HOUSING

N. Y. STATE AUDIT

Published by:
THE STATE COMMISSION AGAINST DISCRIMINATION
270 Broadway, New York City

Vol. I, No. I

December 1956

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REGARDLESS OF RACE, CREED, COLOR OR NATIONAL ORIGIN, the skilled technicians in the control tower at La Guardia Field work together to insure the safety of all airline passengers.

MAJOR AIRLINES BAN BIAS IN HIRING AND PROMOTION

The nation's major airlines have agreed with the State Commission Against Discrimination to ban discriminatory hiring practices in the airline industry, discontinue dealing with discriminatory hiring agencies and training schools and educate all airlines' personnel to work together in harmony. (Though achieved by New York State alone, the agreement will have nation-wide application.)

Commissioner Charles Abrams, as Chairman of the State Commission Against Discrimination and representatives of the airlines industry, in announcing this agreement, issued a

(cont. p.3)

STATE OF NEW YORK
AVERELL HARRIMAN, GOVERNOR
EXECUTIVE DEPARTMENT
NEW YORK STATE COMMISSION AGAINST DISCRIMINATION

Charles Abrams, Chairman
Ward B. Arbury — J. Edward Conway
Elmer A. Carter — Nicholas H. Pinto

LABOR ADVISORY COMMITTEE SETS OBJECTIVES

40 Top Union Officials Will Counsel SCAD on Program

Calling New York State "the conscience of the nation on civil rights," Governor Averell Harriman hailed the first meeting of SCAD's newly formed Labor Advisory Committee as "a demonstration for other states, giving new faith and hope to minorities in the resources of the democratic process."

The newly organized 40-member Labor Advisory Committee is the first of its kind in the history of the State Law Against Discrimination.

Formation of the committee was preceded by a series of meetings between the state agency and a group of top labor leaders who now constitute the Executive Committee of the newly-created group.

Co-chairmen of the Executive Committee are: Thomas A. Murray, President, N. Y. State Federation of Labor, and Louis Hollander, President of the N. Y. State C.I.O. Council. Charles S. Zimmerman, Secretary-Manager, Dressmakers Union, Local 22, ILGWU is President of the Executive Committee.

Other members of the Executive Committee are: Harold J. Garno, Secretary-Treasurer, New York State C.I.O. Council; Harold C. Hanover, Secretary-Treasurer, New York State Federation of Labor; Morris Iushewitz, Secretary-Treasurer, New York City C.I.O. Council, and James C. Quinn, Secretary-Treasurer, Central Trades and Labor Council of Greater New York and vicinity.

Proposed purposes and program of the committee will be:

"1. To foster acceptance of the principle and practice of non-discrimination in the hiring and upgrading of workers and to help promote equal conditions and privileges in all aspects of employment.

2. To make studies aimed at identifying blocks to integration in all areas of employment.

3. To consider ways and means in which labor, management and the State Commission Against Discrimination can more effectively develop and carry out programs to eliminate such blocks to integration in employment.

4. To cooperate with other appropriate state agencies and councils such as the Apprenticeship Council in the State Department of Labor in developing such programs.

(cont. p. 2)

PRAISING LABOR FOR ITS COOPERATION IN THE FIGHT AGAINST DISCRIMINATION, Governor Averell Harriman, as keynote speaker at the first meeting of SCAD's new Labor Advisory Committee, called free labor and discrimination irreconcilable.

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For further information, call or write:

NEW YORK STATE COMMISSION AGAINST DISCRIMINATION

270 Broadway, New York, N.Y.

OVER 5000 CARCARDS NOW CARRY SCAD'S MESSAGE to New York City subway strap-hangers. SCAD's recently developed one-minute and 20 second television spot announcements are also being utilized by New York State's 25 TV stations, bringing the message of equality in employment, housing, and places of public accommodation to millions of television viewers.

LABOR COMMITTEE OUTLINES GOALS

(cont. from p. 1)

5. To confer with the State Commission Against Discrimination on problems involving labor which come within the purview of the law and to advise with it on such problems and on the policies best designed to resolve them.

6. To hold regional educational conferences for labor leaders and joint conferences with management for the purpose of achieving hiring and advancement based on merit.

7. To assist the Commission in eliminating racial and religious discrimination in housing for workers.

8. To undertake such other cooperative activities as may be agreed upon by the Commission and the Committee which will foster the aims of the law and which will help implement the principles set forth in the A.F.L.-C.I.O. Resolution on Civil Rights adopted at the Unity Convention in December 1955.

Governor Harriman, speaking at the initial meeting, said new Labor Committee would seek to put into action the resolution on civil rights adopted at the AFL-CIO merger last December.

"Your representatives," the Chief Executive told the 200 assembled labor leaders, referring to the AFL-CIO resolution, "resolved that labor must not only encourage all workers to share in the full benefits of labor organization regardless of their race, creed or nationality, but must also secure full recognition and enjoyment of the rights and liberties of democracy to which all workers are justly entitled."

Governor Harriman also stressed the important role of business leaders in eliminating discrimination. "The bias of a single personnel manager," he said, "can deprive thousands of workers of their right to earn a living. The exclusion practices of an industry in one state affect the rights and opportunities of labor in the whole nation, influencing the nation's wage levels, the flow of migrations and the growth or stagnation of the nation's cities."

In conclusion, Governor Harriman pointed out that "civil rights and human rights are indivisible; that free labor and race discrimination are irreconcilable; and that the quest for equality of opportunity is at the core of the struggle for freedom."

Other speakers at the meeting, chaired by Commissioner Charles Abrams, were Thomas A. Murray, President, N. Y. State Federation of Labor; Louis Hollander, President, N. Y. State C.I.O. Council; Boris Shishkin, Director of the Department of Civil Rights, AFL-CIO, and Benjamin F. McLawin, International Field Organizer, Brotherhood of Sleeping Car Porters.

N.Y.C. LICENSE BUREAU AND SCAD CHECK EMPLOYMENT AGENCIES

An unprecedented working agreement will tighten the enforcement of the State Law Against Discrimination as it applies to fee-charging employment agencies in New York City. The agreement made by SCAD and the New York City License Commission will (1) assist SCAD in obtaining all information concerning the operations of the city's employment agencies with relation to possible discriminatory practices; (2) enable SCAD to keep the License Department fully informed of any agencies violating the State law. The License Department will then take appropriate action.

NEW APPOINTMENTS

The State Commission Against Discrimination has announced the following new appointees to SCAD community councils:

Broome County Council, The Rev. Michael L. Dacey, Director of Catholic Charities, Broome County Area.

Kings County Council, Orrin G. Judd, Attorney and Civic Leader.

Manhattan Council, Mrs. Dorothy J. Austrian, member of the Board of Jewish Associations for Neighborhood Centers; Algernon D. Black, Chairman, N.Y. State Committee on Discrimination in Housing; H. Daniel Carpenter, Director, Hudson Guild; Madison S. Jones, NAACP Special Assistant on Housing; Mrs. Shirley A. Siegel, prominent attorney.

Syracuse and Onondaga County Council, Mrs. Sophie G. Divers, Greater Syracuse Housing Council; Salvatore J. Ciciarelli, Division Director of Personnel, Prosperity Co., Division of Ward Industries Corp.

Westchester County Council, Rev. David Barry of Armonk, Director of the New York City Mission Society, and Mr. Amicus Most of Mamaroneck, prominent Westchester builder and engineer.

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NON-RESTRICTIVE HOUSING provided by publicly assisted, FHA and VA-aided housing programs, enable families of all races and creeds to enjoy clean, comfortable quarters -- including playground facilities.

STATE'S LAW AGAINST HOUSING DISCRIMINATION PROVES EFFECTIVE

New York State's laws barring discrimination in publicly assisted and FHA and VA-aided housing are proving to be effective, workable instruments. Commissioner Charles Abrams cites four developments in support of this assertion:

(1) Nearly 300 Negro families in recent months acquired residence in various Title I housing projects in New York City where tenancy is predominantly white. This was accomplished without reported disaffection.

(2) In the 2-months period following SCAD's acquiring of jurisdiction over FHA and VA-aided housing, 15 complaints were received by the state agency. These are presently being investigated by the Commission as a part of the regular complaint process.

(3) An initial breach in the resistance to acceptance of non-whites in all-white projects has been made. Few Negroes have applied for occupancy; where they have and qualify, however, a trend toward accepting this is in evidence.

(4) Despite enactment of amendments to the State Discrimination Law covering these various types of housing, there has been no diminution in their construction during the past year because of the law.

AIRLINES BAN BIAS - (cont. from p. 1)

statement of policy culminating a series of conferences between the Commission and the leaders of the industry held since last May. The statement highlighted four major points:

(1) The principle of non-discrimination in the hiring and upgrading of labor has generally been accepted among the major industries, including the airlines of the State;

(2) The airlines reiterated their policy of judging applicants in all categories of employment and of upgrading on the basis of merit, and without regard to race, creed, color or national origin;

(3) As a direct by-product of that policy, the airlines indicated there would be no solicitation of applicants from employment agencies, training schools, or other sources which discriminate on the basis of race, creed, color, or national origin in the referral of job candidates;

(4) The educational program already underway in New York State whereby airline personnel are acquainted with this policy will be intensified and expanded.

The overall objective, the statement said, will be to encourage employment policies and procedures fully in keeping with the New York State Law Against Discrimination.

The airline representatives and members of the Commission have agreed to meet in further conferences for the fulfillment of these objectives. "It is recognized," the statement said, "that because of the nation-wide and international scope of airline service, certain operational problems remain to be solved, but positive steps are being taken which should lead to further progress in widening the base of employment opportunities."

Airlines represented in the discussions included: American Airlines, Braniff International Airways, Capital Airlines, Delta Airlines, Eastern Airlines, Mohawk Airlines, Northwest Airways, New York Airways, Northeast Airlines, Pan American Airlines, Riddle Airlines, Seaboard and Western Airlines, Trans-World Airlines and United Airlines.

CASTLE HILL CASE GOES TO COURT OF APPEALS

The New York Court of Appeals will soon consider one of the Commission's most important public accommodation cases. The Commission held that the Castle Hill Beach Club, a bathing and recreation park which has some 13,000 seasonal members and admits some 10,000 daily guests per season, is a place of public accommodation. The Castle Hill Beach Club which has the form of a membership corporation argues that it operates as a private club. The New York Supreme Court upheld the Commission's contention and in turn was affirmed by the Appellate Division.

It is hoped that the final decision by the Court of Appeals in this case will show the line between places of public accommodation and so-called private clubs and will strengthen the Commission's administration of its public-accommodations powers.

JOB DISCRIMINATION AGAINST PUERTO RICANS INVESTIGATED

Complaints alleging job discrimination against Puerto Ricans have resulted in a Commission investigation. Such occupational areas as the plastic toy manufacturing industry and longshore and stevedoring work are being thoroughly checked.

Principal questions raised relate to discriminatory work conditions and pay differentials. The Commission has also made inquiry into the relationships between such employees and the labor organizations acting as their collective bargaining representatives.

SCAD LOOKS AT HIRING POLICIES OF BAKING INDUSTRY SALESMEN

A study of the employment policies and practices of the baking industry in the metropolitan New York City area with particular reference to the driver categories is being conducted by the State Commission. Commission's files and case reports show little or no employment of Negroes in these jobs. SCAD's study involves (1) the driver-salesmen in baking companies which sell their products on a retail or door-to-door basis; (2) the route-salesmen in baking companies which sell their products on a wholesale or store-to-store basis; (3) the so-called "transfer drivers," principally in baking companies which distribute their products through wholly-owned retail store chains.

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WOULD YOU LIKE A FILM, SPEAKER, PANEL OR MATERIALS on the New York State Law Against Discrimination for your club, social group, business association or local union? These can readily be obtained by writing the nearest SCAD office. The women's group above hold a panel discussion with SCAD's assistance.

HIGHLIGHTS OF SCAD'S COMMUNITY COUNCILS

SCAD's community councils are the volunteer educational arm of the New York State Commission Against Discrimination, operating at the local level.

In Albany, 110 copies of "Article One" were distributed to the PTA's of P. S. 6 and 7.

In Buffalo, Theron Johnson, Administrator of the Education Practices Act, was a Council featured speaker.

In Broome County, at a recent council meeting the following members were reappointed: Rev. Arthur R. McKay, Chairman; Robert H. Austin; Michael Bochnak; Mrs. Winthrop Davenport; Rabbi Jacob Hurwitz; Robert Kelly; John V. Romagnoli; Charles L. Rosenthal; Howard A. Swartwood; C. C. Tyrrell; Lyra A. Waterhouse; C. R. Woodward.

In Bronx County, a borough-wide Human Relations Workshop is planned for spring. A training session on new Housing Amendments was held for the Council's Speakers' Bureau.

In Kings County, 200 shop chairmen and vice-chairmen of the Bleachers', Dyers, Finishers and Printers, Local Union 1790, T.W.A., heard the State Law explained at a special meeting.

In Manhattan, an educational program on housing is being developed and school-community projects will continue in five school areas with concentrated effort on a pilot project in central Harlem.

In Queens County, the Council is helping in the development of a Long Island housing committee to work in Queens, Nassau and Suffolk.

In Richmond County, a study group on intergration in housing is being planned to start in January.

In Rochester, Chairman Abrams spoke at the University of Rochester's Second Annual Institute on Group Relations on the topic "The Role of Legislation in Reducing Inter-Group Tensions."

In Syracuse, to achieve better understanding of the Commission's role in publicly assisted housing, copies of the Law have been distributed to 100 members of the Syracuse Real Estate Board and the Builders' Association.

In Troy, information is being secured from business firms in the area about the current employment picture as it relates to minority groups.

In Westchester, the Council is cooperating with the New Rochelle Council for Unity in planning an educational program directed toward acceptance of the principles of open-occupancy housing.

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Albany 5-4708

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A BULLETIN ON CIVIL RIGHTS IN EMPLOYMENT, PLACES OF PUBLIC ACCOMMODATION AND HOUSING

N. Y. STATE AUDIT

Published by:
THE STATE COMMISSION AGAINST DISCRIMINATION
270 Broadway, New York City

Vol. I, No. 2 April 1957

NEW YORK AIRWAYS, INC. made history in the battle for equal job opportunities for all people, regardless of race, creed or national origin when it hired Co-pilot Perry H. Young, the first Negro in this country to work in the air for a scheduled passenger airline.

FIRST NEGRO PILOT HIRED BY AIRLINE

The first Negro hired as a flight crewman by any of this country's scheduled passenger airlines has gone to work for New York Airways, the city's helicopter airline.

Perry H. Young, an instructor at the Air Force Negro flying school at Tuskegee Institute during World War II, has attempted ever since the war to obtain a pilot's job with an American line.

(cont. p. 3)

STATE OF NEW YORK
AVERELL HARRIMAN, GOVERNOR
EXECUTIVE DEPARTMENT
NEW YORK STATE COMMISSION AGAINST DISCRIMINATION
Charles Abrams, Chairman
Ward B. Arbury J. Edward Conway
Elmer A. Carter Nicholas H. Pinto

FHA, SCAD CONCLUDE HISTORIC HOUSING AGREEMENT
Federal Agency to Help Enforce Anti-bias Law

In an historic agreement culminating a 6-months' negotiation between SCAD and Federal Housing Administration of the Housing and Home Finance Agency, FHA announced a revision of its procedure to assist enforcement of the Baker-Metcalf Law in New York State.

The new order initiates a procedure which, according to the New York Times, "virtually blacklists builders who violate the New York State Law Against Discrimination in publicly-assisted housing." It provides that a builder who is found to be in violation of the Baker-Metcalf Law will be denied Federal mortgage insurance on all his projects.

Calling attention to the unique character of the agreement, SCAD Chairman Charles Abrams lauded Albert M. Cole, Administrator of the Housing and Home Finance Agency, and Norman Mason, FHA Administrator, for their constructive action.

He said he believed that this was the first time the Federal Government has acted to implement a state civil rights law.

The announcement was made in conjunction with a policy statement of the Housing and Home Finance Agency, under which the FHA assumed

(cont. p. 3)

BUILDERS WIDENING MARKET TO NEGROES

Private builders are beginning to sell and rent to Negroes in developments of the type formerly restricted to whites, SCAD investigations have revealed.

The Commission reports real estate developers are moving cautiously and in some cases quietly in this direction. While the number of actual instances is not yet large, it is significant that they are developing in such scattered places as Queens, Bronx, New Rochelle and communities near Buffalo.

"The important thing," Chairman Abrams said, "is that developers have found they can accept Negroes into predominantly white communities without friction or loss of values. Their sales or rentals to white families have not suffered after acceptance of the first Negro families."

The Baker-Metcalf Law made it illegal to exclude anyone because of race, religion or national origin from housing that has received any public aid. This includes private housing benefiting from Federal-city land resale subsidy, state aid, local tax abatement, or mortgage insurance by the Federal Housing Administration or Veterans Administration.

(cont. p. 3)

THE BAKER-METCALF LAW has made it illegal in New York State to exclude anyone because of race, religion or national origin from housing that has received any public aid.

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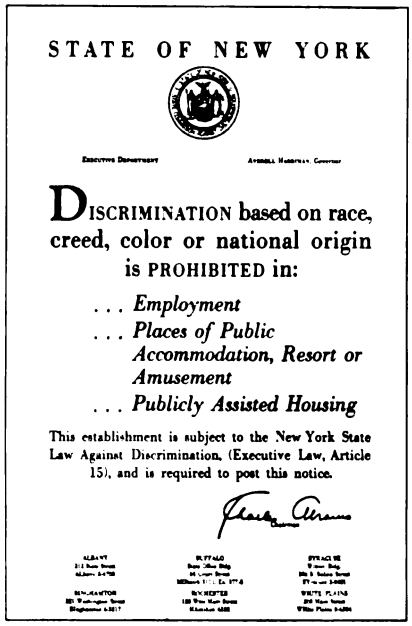

STATE OF NEW YORK

DISCRIMINATION based on race, creed, color or national origin is PROHIBITED in:

. . . *Employment*

. . . *Places of Public Accommodation, Resort or Amusement*

. . . *Publicly Assisted Housing*

This establishment is subject to the New York State Law Against Discrimination, (Executive Law, Article 15), and is required to post this notice.

THE COMMISSION'S new blue and white poster is now being widely distributed throughout New York State, in places of employment, public accommodation and housing receiving public assistance.

LABOR'S COOPERATION IN BIAS FIGHT HAILED

An editorial in the New York Times praised New York State union leaders for their vigorous support of the State Law against Discrimination. Referring to the newly formed Labor Advisory Committee to SCAD, the Times said:

"The cooperation given to the State Commission Against Discrimination by its Labor Advisory Committee is an achievement which deserves widespread public acclaim."

The committee, composed of forty-one union leaders headed by top officials of the AFL and CIO state federations, was formed last October to assist SCAD in wiping out whatever racial discrimination still exists in labor unions of this state.

The Times continued: "The committee agreed on a platform of specifics for aggressive action. It will, for instance, cooperate with management at conferences to isolate and correct cases of discrimination, conduct a campaign to acquaint workers with the aims and provisions of the state's anti-discrimination law and periodically check the progress that has been made in wiping out bias in hiring and promotion. But most promising of results is the committee's pledge to intervene directly in cases where unions are involved."

"It is at the point of conciliation that the labor committee promises the greatest results," the Times commented. "It will throw its influence behind the efforts of the commission to eliminate whatever union bias may exist in each particular case."

Pointing out that discrimination is still so deeply rooted in some areas that Negroes don't even try to break through the barriers to employment and union membership, the Times suggested that "the law should be amended to give SCAD power to act wherever it discovers evidence of discrimination -- by unions or by management."

SCAD ADVISORY COMMITTEES ADOPT NEW PROGRAMS

Unions Pledge Co-operation on Specific Complaints

New programs have been launched by both the Labor Advisory Committee and the Commerce and Industry Advisory Committee.

The Labor group has adopted a five-point program, including an agreement that labor leadership will help the Commission in cases where unions have been charged with discriminatory practices.

The program won the approval of the entire committee as well as the warm endorsement of its co-chairmen, Thomas A. Murray, President, New York State Federation of Labor, and Louis Hollander, President, New York State C.I.O. Council and General Manager, Amalgamated Clothing Workers of America. Charles S. Zimmerman, chairman of the group's executive committee and Secretary-Manager of the Dressmakers Union, Local 22, was designated to carry out the provisions of the program.

As adopted by the committee, whose membership includes more than forty of the largest unions in the State, the program included:

1. Direct intervention by the labor group in cases where labor unions have been charged before SCAD with supporting discriminatory admission practices or other violations of the law.

2. An agreement to participate in a series of labor-management conferences, both regional and industry-wide, under SCAD's auspices for the purpose of isolating causes of discrimination and correcting the practices.

3. A greatly enlarged state-wide educational program concerning the principles and objectives of the State Law Against Discrimination to be carried out through the membership of the unions and the labor press in cooperation with SCAD. This would include the posting of SCAD posters in industrial establishments and union headquarters.

4. An agreement to study SCAD's 1957 legislative program with a view to making more effective the tools of the agency for carrying out the purpose of the law.

5. Full participation in a plan under which the Labor Advisory Committee will send questionnaires to every union in the State for the purpose of ascertaining the progress which has been made in eliminating discrimination in industrial employment and advancement.

Commissioner Abrams characterized the program as "clear-cut and vigorous" and he declared that "its implementation would go far towards removing barriers which have blocked the progress of the State agency in certain areas of employment for years." He said that the willingness of labor leaders to assist SCAD through direct approaches to unions involved in discrimination cases should "clear away much of the fog which has surrounded charges of discrimination in the past."

Mr. Zimmerman said that the agreement by the unions to take part in labor-management conferences is intended to implement the AFL-CIO declaration against discrimination in employment and it should be possible for the State agency in cooperation with labor to get at the roots of discriminatory practices, whether they exist at the level of industry or labor, to "bring to a halt a frustrating circle of charges and counter-charges concerning responsibility by either labor or management."

The Commerce and Industry Advisory Committee has agreed to sponsor a series of meetings with management, personnel officers and line supervisors, distribute existing literature and prepare new literature.

STATE OPEN HOUSE

Governor Harriman has announced that the doors of all State departments and agencies will be thrown open to the public during the week of April 29-May 5.

New Yorkers are invited to see their government in operation in its more than 500 offices and institutions.

SCAD will hold special programs during open house week at its offices in New York City, Buffalo, Albany and Syracuse.

SCAD COMING EVENTS

APRIL 10 - Upstate regional meeting to be held in Rochester for discussion of methods of increasing SCAD's effectiveness in counties, cities and towns of upstate New York.

MAY 10 - Governor Averell Harriman will be the principal speaker at the New York City Regional Luncheon Conference, 12:30 p.m. at the Sheraton-Astor Hotel.

Reservations can be made by calling or writing to: State Commission Against Discrimination, 270 Broadway, New York, N. Y.

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LONG ISLAND HOUSING COMMITTEE FORMED

A Long Island Housing Planning Committee, comprised of leading religious, real estate and banking figures, has been formed to support the housing provisions of the State Law Against Discrimination.

A temporary committee, designed to work out detailed plans for a broad educational program in the Long Island area includes Mr. Nat Hentel, chairman of SCAD's Queens County Council, Anthony S. Zummo of the Long Island Builders Association and Dr. E. Norman Sabel of the Nassau County Human Relations Council.

The committee has adopted a program designed to acquaint residents of Long Island with the implications of the anti-discrimination law as it affects VA and FHA-aided housing, through churches and synagogues, the establishment of a speakers bureau, the organization of community groups and a wide program of publicity through the press, radio and television.

Plans are underway to include on the committee representatives of the schools and chambers of commerce as well as every group involved in the various stages of real estate development.

Stresses arising from changes in the housing patterns in local communities could best be avoided, the committee felt, if the facts were clearly presented in advance before representative groups and their cooperation and assistance enlisted.

FIRST NEGRO PILOT HIRED BY AIRLINE

(cont. from p. 1)

Frustrated in this attempt like many of his wartime comrades, he has brought his total flying time to more than 7,100 hours through flying jobs in the Carribbean.

The New York State Commission Against Discrimination hopes Mr. Young is only a starter, particularly since eighteen airlines operating in the State only a few months ago agreed to a hiring policy of non-discrimination.

At the time these eighteen airlines pledged this policy, no Negro pilot, navigator, radio operator or stewardess, or other flightcrew member was in the employ of any scheduled passenger line in this country. Many Negroes with considerable experience had sought such jobs had been turned away. Two had been able to obtain pilot's jobs with cargo airlines.

Neither New York Airways nor Copilot Perry Young were looking for a niche in aviation annals. The helicopter airline was looking for a good pilot and Mr. Young for a good job. They apparently are both satisfied.

THE LONG ISLAND HOUSING PLANNING COMMITTEE (Described in more detail left) is an example of the type of citizen interest which gives SCAD its democratic strength. Such committees and community councils are the pillars of the law's public support.

FHA, SCAD CONCLUDE HISTORIC HOUSING AGREEMENT
Federal Agency to Help Enforce Anti-bias Law

(cont. from p. 1)

the "obligation to see that its facilities are available to builders who do business ethically." In a letter to Chairman Abrams, Albert M. Cole said that this means that builders must conform with state and local laws against discrimination in FHA-aided housing.

SCAD has adopted new regulations in connection with this agreement, which call for maintaining a working liaison with FHA, exploring further areas of co-operating, and assigning SCAD Housing Director as liaison officer for this program.

In addition, SCAD has agreed to notify FHA of any alleged violations, determinations of probable cause, or public hearings affecting FHA-insured housing. FHA officials will be invited to attend SCAD public hearings, and will receive copies of cease and desist orders.

SCAD has also agreed to notify all builders receiving FHA insurance in New York State of the SCAD procedures and of FHA policy.

On February 14, 1957, SCAD issued a subpoena against Pelham Hall Apartments, Inc., located in New Rochelle, whose officers, it was charged in a complaint filed with the Commission, had failed to comply with the State Anti-Discrimination Law.

BUILDERS WIDENING MARKET TO NEGROES

(cont. from p. 1)

The commission has processed forty-two complaints under the latest ban on discrimination. In the fourteen cases, sales or rentals to Negroes have since been made or are being negotiated.

In the Bronx, a new apartment building of 100 units has rented to two Negro families. In New Rochelle, a cooperative apartment has been sold to Negroes and in another apartment house a rental has been made to one Negro family. In one Queens cooperative, one apartment has been sold to Negroes and the financial ability of three other Negro families is being studied. Negotiations are pending in Newburgh and Syracuse.

In a suburban area near Buffalo, two builders put up 300 one-family homes, selling around $14,000, exclusively for whites. After the first 100 were completed, individual owners resold to Negroes in three instances.

Commissioner Abrams reports: "The builders at first were apprehensive about selling the additional 200 homes. However, with only a small degree of initial resistance among white customers, the builders were able to sell the additional 100 homes to whites, whom they told about the three Negro families."

A survey of New York City by SCAD has revealed a sprinkling of sixty Negro families among sixteen limited-dividend projects including one of the largest cooperatives.

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SCAD LAUNCHES STUDY OF HOTEL EMPLOYMENT PRACTICES

The State Commission Against Discrimination has launched a full-scale inquiry into employment patterns in the hotel industry of New York City. Commissioner Elmer A. Carter is conducting the investigation.

One of the largest undertakings of its kind in the history of the agency, the inquiry is exploring employment policies in 33 of the city's leading hotels, checking on almost 21,000 jobs in 100 different categories. The Hotel Association of New York City is cooperating with SCAD in the investigation.

Both union and management policies are being studied.

This full-scale study was stimulated as a result of 25 previous Commission-initiated investigations in the hotel industry and numerous verified complaints which have been received over a 10-year period.

Explaining the need for a comprehensive study of hotel employment patterns at this time, Commissioner Carter said that existing statistics showed that even in hotels where some improvement in opportunities for minorities has been shown, the employment of Negroes was largely confined to menial or token positions. Eighty-three per cent of the complaints filed against hotels or unions of hotel employees in the past ten years have involved charges of discrimination because of color.

"Evidence presented to the Commission," Commissioner Carter said "indicates a real need for remedial action to provide wider opportunities in this field. This study is based on no preconceived notions, but is an effort to gather a true picture of the existing situation so that all parties concerned can move together for the mutual good of all."

HIGHLIGHTS OF SCAD'S COMMUNITY COUNCILS

SCAD's community councils are the volunteer educational arm of the New York State Commission Against Discrimination, operating at the local level.

Albany: Conferences with a local newspaper have eliminated discriminatory advertisements which "slipped" into its classified section.

Auburn: Plans are under way to establish a Community Council.

Brooklyn: The Council participated in sponsorship of Bill of Rights Day and planned meetings on the work of SCAD in two school districts.

Bronx: Public, private and parochial high schools are again being invited to participate in the Annual Human Relations Dramatics Project. A similar Dramatic Project is being sponsored by SCAD's Westchester Council.

Manhattan: A Vocational Guidance Conference was held for parents, school administrators, teachers, counselors and community leaders in school districts 12, 13, 14.

Nassau: A Leadership Training Institute in Human Relations was held.

Queens: SCAD's Council and Housing Division joined in arranging a meeting of the Long Island Housing Conference.

Rochester: The Council passed a resolution supporting the Baden-Ormond Housing Project.

Syracuse: Discriminatory material contained in an advertisement for a midwestern airlines personnel training school has been eliminated from buses operating in the Syracuse area.

Westchester: A study of the employment policies of Westchester branches of New York department stores has been completed. The record revealed some stores had done more to promote merit employment and promotion than others. Information gained by the study will be valuable in reviewing cases against any store. Personnel staff for the stores were pleased the survey was being taken and expressed support of integrated employment.

Staten Island: A five-session study group in Housing has been held. Council members reported on actual studies of integrated housing - how it had worked and why. Questions growing out of these studies were presented and discussed at the last meeting.

Broome County: Joseph M. Moseson of the Jewish Community Center in Binghamton has recently been appointed to the Council.

Staten Island - The Blue-White Laundry Company for the first time in its history hired a Negro in the capacity of driver-salesman, as a result of conferences held by Council members with employers.

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NEW YORK STATE COMMISSION AGAINST DISCRIMINATION

Newsletter

A BULLETIN ON CIVIL RIGHTS IN EMPLOYMENT, PLACES OF PUBLIC ACCOMMODATION AND HOUSING

Vol. I, No. 3 | 270 Broadway, New York City | August, 1957

Governor Harriman looks on as Barnett Nova (left), executive secretary of state, swears in Mary Louise Nice and John A. Davis as members of State Commission Against Discrimination. Miss Nice, of Buffalo, brings to the Commission a long experience as teacher and guidance counselor in the Buffalo public schools. Mr. Davis is a professor of political science at CCNY and has had a long association with anti-discrimination work. Fifteen years ago he served as Assistant Director, New York State Committee Against Discrimination in Employment and later as consultant to SCAD on the airline industry.

THREE HOUSING COMPLAINTS RESOLVED

The New York State Commission Against Discrimination has investigated and resolved three complaints charging "unlawful discriminatory practice relating to publicly-assisted housing" against the Southbridge Cooperative, Section 3, Inc., a cooperative housing development in Jackson Heights, Long Island. The investigation was under the direction of Commissioner Elmer A. Carter.

(cont. p. 2)

STATE OF NEW YORK
Averell Harriman, *Governor*
Executive Department
NEW YORK STATE COMMISSION AGAINST DISCRIMINATION
Charles Abrams, *Chairman*
Elmer A. Carter | John A. Davis
J. Edward Conway | Mary L. Nice

SCAD ORDERS APARTMENT OWNER TO CEASE BIAS
Way Is Cleared For Court Test Of Anti-Bias Law

The State Commission Against Discrimination has determined a New Rochelle, N.Y., apartment house to be in violation of the N. Y. State Law Against Discrimination and ordered the management to rent an apartment to the respondent Norris G. Shervington, a Negro. Mr. Shervington is New York office manager of a Chicago business firm.

Mr. Shervington brought the charge of discrimination in December, saying the development refused to rent him a $158-a-month 4½ room apartment in a building at 300 Pelham Road, New Rochelle, because of his race.

After a public hearing the Commission ordered Pelham Hall Apartments, Inc., operators of the Rochelle Arms, "to cease and desist from such unlawful discriminatory practices." In addition to offering Mr. Shervington an apartment, the order called on the owners to a) rent future apartments on a non-discriminatory basis b) state in their advertisement that the development was publicly-assisted and therefore subject to the law c) give to the Commission a list of all unrented apartments and, for the next year, submit monthly reports including the names and addresses of applicants for apartments and the reasons for all rejections.

Pelham Hall admitted the discrimi-

(cont. p. 3)

SCHEDULED PUBLIC HEARING ON SCAD CASE AGAINST TWA POSTPONED

Trans World Airlines has advised the State Commission Against Discrimination that it will re-interview Miss Dorothy Franklin and reconsider her application for the position of flight hostess and has asked that the scheduled public hearing on the case be postponed. The company added that it would process additional applications from Negro applicants for the same position and would hire all qualified prospects as vacancies occur. The Commission has granted the adjournment of the hearing to Sept. 17, 1957.

The case originated with a complaint by Miss Franklin of Astoria, Queens, that she had been refused a job as stewardess with Trans World Airlines because she was a Negro.

The hearing was to be the third in a succession of standard legal steps in processing such complaints. SCAD has received a large number of complaints alleging discrimination in employment by airlines. But this would have been the first to reach the public hearing stage.

(cont. p. 3)

NEW SCAD EMPLOYER BOOKLET PROVES POPULAR; SHOWS MERIT EMPLOYMENT POLICIES PAY OFF

What a cross-section of New York State employers think about the use of racial, religious and national minority groups in their plants and offices is revealed in SCAD's recently published 24-page booklet *Manpower Unlimited*.

The research study shows that since New York State's pioneering law was enacted in 1945, discrimination in employment has been steadily de-

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HIGH SCHOOL STUDENTS ASSURED AN EQUAL CHANCE

New SCAD Leaflet Reaches All Graduates

A new publication by SCAD's Education Department to the graduates of every public, parochial and private high school and vocational high school in New York City and to the graduates of more than 800 high schools in every county of the State assured them of their right to equal job opportunities in New York State.

Entitled "Congratulations and Good Luck -- An Open Letter to All High School Graduates," the brochure pointed out that "at the present time, there is a tremendous shortage of manpower -- particularly people with definite skills or people capable of learning skills." The leaflet underlined the fact that the proportion of professional and technical people in the total working force is increasing so rapidly that it will constitute 75% of the labor market by 1975.

The publication called all graduates' attention to the fact that they should pick their future jobs on the basis of their ability and that their ability had "nothing to do with the color of your skin, how you worship or where you come from."

Nearly 100,000 copies of this educational leaflet have been distributed with the cooperation of school principals and superintendents throughout the state. Copies are available on request without charge from any of SCAD's five offices.

WESTCHESTER HOME BUILDERS ASSOCIATION SUPPORTS EQUAL HOUSING OPPORTUNITY

In a resolution passed by the Board of Directors, the Home Builders Association of Westchester expressed its approval of equality of opportunity in the availability of housing.

The resolution read: "The Home Builders Association of Westchester has studied with serious consideration both existing and pending legislation with respect to equality of opportunity in the availability of housing.

"Our association strongly supports the American principles of good housing for all people regardless of national origin, religious affiliation or color; as well as one's right to live where he chooses.

"We are, however, aware of the fact that we are but one segment of the community and that the problems involved in this subject warrant the sober attention of all.

"The support and cooperation of all sectors of our industry and the entire community is required for the truly successful resolution of the intent of this legislation.

"All steps to achieve this goal, including an educational program, deserve our immediate support."

THREE HOUSING COMPLAINTS RESOLVED

(cont. from p. 1)

All three complaints, made in August of 1956, asserted that the Southbridge Cooperative denied or withheld housing accommodations because of race and color. Investigation revealed probable cause for complaint in all three cases.

Following consultation and negotiation by SCAD, in January one complainant was admitted as a shareholder and member of the Southbridge Cooperative.

A second complainant, after investigation disclosed probable cause for complaint, did not wish to pursue the matter further.

The third complainant has executed a subscription agreement for the purchase of stock in the cooperative development and an occupancy agreement entitling him to a 3½ room apartment for which he originally made application and was refused.

SCAD'S EMPLOYER BOOKLET PROVES POPULAR

(cont. from p. 1)

creasing. It also substantiates the fact that wherever enlightened management has hired and promoted on a merit basis alone, the policy has paid off.

The highly readable booklet, illustrated with charts, graphs and cartoons, has been distributed to business and labor union leaders, industrial relations directors and personnel officers, school administrators and school board members and officials of intergroup agencies. In addition, several hundred copies were distributed by the U. S. Department of State at the International Labor Conference in Geneva.

The publication is now in its second edition. Copies are available on request without charge from any of SCAD's five offices.

COURT OF APPEALS UPHOLDS SCAD RULING AGAINST BEACH CLUB

Public Accommodation Operating As "Private Club" Cannot Discriminate

A unanimous decision handed down by the Court of Appeals recently upheld a 1954 ruling of SCAD against the Castle Hill Beach Club in the Bronx, N.Y. The Court of Appeals' ruling ends a long legal battle to curb the widespread device of creating so-called clubs for the purpose of maintaining discriminatory customs in what are, in fact, places of public accommodation.

The Commission held that the Castle Hill Beach Club, a bathing and recreational park which has some 13,000 seasonal members and admits some 10,000 daily guests per season, is a place of public accommodation. The Castle Hill Beach Club which has the form of a membership corporation argued that it operated as a private club.

The New York Supreme Court had previously upheld the Commission's view regarding public accommodations and in turn was affirmed by the Appellate Division. The final decision by the Court of Appeals will strengthen the Commission's administration of its public-accommodations powers.

Commenting on the ruling, Charles Abrams, Chairman of the State Commission Against Discrimination, said, "The effects of this ruling will obtain broad results in the entire field of public accommodations and will effectively block those entrepreneurs in the resort and recreation field who attempt to get around the Law Against Discrimination by hiding behind the membership corporation or club contrivance."

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SCAD ORDERS APT. OWNER CEASE BIAS

(cont. from p. 1)

natory acts but insists that the State has no constitutional right to prohibit racial and religious discrimination in private housing backed by the Federal Housing Administration or the Veterans Administration. This issue and other arguments raised by the defendant will be listed in the course of enforcement and judicial review proceedings in the courts.

SCHEDULED PUBLIC HEARING ON SCAD CASE AGAINST TWA POSTPONED

(cont. from p. 1)

Miss Franklin is 22 years old and has been working for the past two years in the book order department of the New York Public Library.

The first legal step in her case was an inquiry by Commissioner J. Edward Conway. He found "probable cause" to credit Miss Franklin's allegations of discrimination.

The second step was the "conference and conciliation" stage, in which negotiations between SCAD and the airline were tried without success.

In his finding, Commissioner Conway noted a contention by Trans World that the only reason for rejection of Miss Franklin was "her appearance." The Commissioner said he and several of SCAD's staff interviewed Miss Franklin on a number of occasions and were "unanimous in our opinion that the airlines objections to her appearance are not factually accurate and cannot be accepted as valid reasons for her rejection."

"I believe," Mr. Conway reported, "that respondent's stated reason for not hiring complainant is merely a contrived excuse for the purpose of concealing respondent's true reason for her rejection, namely, her color."

SCAD has enforcement powers in cases brought to it under the State law against discrimination in publicly-assisted housing, employment and places of public accommodation.

The overwhelming majority of complaints against the airlines have been brought by Negroes. Over the years, the scheduled airlines have excluded Negroes from employment as pilots or in other air crew posts. There has been an upturn in the last year or two in the hiring of Negroes for jobs on the ground.

Last fall, Charles Abrams, Chairman of the State Commission, prevailed on all eighteen airlines serving the State to sign a statement that "reiterated" a policy of nondiscrimination in hiring for all job categories.

In December, Perry H. Young was hired as a co-pilot by New York Airways, the city's helicopter airline. He thus became the first Negro hired as a flight crewman by any of this country's scheduled passenger lines. He was quickly promoted to first pilot.

No other Negroes have since been hired for air crew jobs. Two Negro pilots have been employed for some time as pilots for airlines flying scheduled cargo runs.

NIGERIAN HAILS ANTI-BIAS LAW

An official from the British protectorate of Nigeria, West Africa, recently hailed New York State's anti-discrimination law as a "Refreshing" indication of progress in interracial relations.

Mobolaji Odunewu, deputy director of Nigerian information service visited SCAD's Albany office as part of a tour of the United States. It

(cont. p. 4)

BANKING INDUSTRY SHOWS PROGRESS IN MERIT EMPLOYMENT

A recently issued SCAD progress report on employment in the banking industry shows that in the 11½ years from July 1, 1945 to December 31, 1956, the State Commission handled 38 verified complaints and six Commission-initiated investigations relating to discrimination in employment by 24 banks or trust companies. As of December 31, 1956, all but 2 of the verified complaints had been closed.

The report noted as significant that of 13 companies for which data are available, two employed Negroes for the first time after their initial contact with the Commission. In addition, eight other companies showed some increase in Negro employment.

Of the 36 complaints filed and closed, probable cause was found to sustain the allegations of 19% of the complaints. In 39% of the complaints, though the specific allegations were not sustained, other discriminatory practices were disclosed and adjusted. Three percent of the complaints were dropped and in the remaining 39% no discrimination was found.

Sixty-eight percent of the complaints filed alleged discrimination because of color; 18% because of creed. A majority of the complaints filed (71%) charged companies with refusal to employ. The two other causes for complaint were unfair dismissal from employment and unlawful pre-employment inquiries.

Local Councils, through their educational programs, contribute greatly to the public's understanding of the organization and operation of the New York State Commission Against Discrimination. In Albany, foreign students shown above gain new insights into New York State's efforts to protect minority groups from job and housing bias.

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HIGHLIGHTS OF SCAD'S COMMUNITY COUNCILS

SCAD's community councils, in addition to advising the Commission, conduct varied educational programs as authorized by the Commission.

Human Relations Dramatic Contest in Westchester: New Rochelle High School was awarded first place in the Human Relations Dramatics Contest sponsored by SCAD's Westchester County Council. Judging took place in the Little Theatre at Sarah Lawrence College, Bronxville, in May. The contest, an annual event since 1953, takes the form of an original dramatization on a human relations theme written and produced by groups of students of local high schools. A panel of community leaders, acting as judges, selects three winners.

Second place went to Mamaroneck High School, third place to the Scarsdale High School, and honorable mention to Washington Irving High School, Tarrytown. The winners received checks contributed by Council members for the purchase of books on human relations for the high-school libraries.

The Bronx County Council had a similar dramatics project during the same period. The winners in this case were: first place, Academy of the Sacred Heart of Mary; second place, Mount Saint Michael Academy; third place, James Monroe High School. Engraved bronze plaques were presented to the winning schools by the Council.

Twenty Five Foreign Students Learn of SCAD in Albany: In cooperation with the International Center of Albany, SCAD's Albany Council held a film forum explaining the operation of the New York State anti-discrimination law to twenty-five foreign students and Albany residents. The program was helpful in correcting certain impressions of the international students concerning American race relations. It also gave the residents of Albany who were present a clearer picture of the operation of the law.

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COURT OF APPEALS UPHOLDS SCAD RULING AGAINST BEACH CLUB

(cont. from p. 2)

Hailing the decision as an important step forward in the fight against discrimination, Commissioner Abrams declared, "This agency can and now will act against violators of the law who attempt to flout it through the creation of fictitious dues and memberships in clubs or other associations in which facilities are withheld from some and which should be properly open to all members of the public -- regardless of race, religion, color or national origin."

NIGERIAN HAILS ANTI-BIAS LAW

(cont. from p. 3)

is a U. S. State Department project as part of his training to head the Nigerian information service when Britain grants Nigeria independence.

"Too often the good work doesn't make news," he said of New York's anti-discrimination progress. "It's the Autherine Lucy affairs, that make the headlines," he pointed out in a reference to the Southern segregation episodes. "It has been very refreshing to hear of the achievements being made here."

The Negro leader said that while the U. S. Information Service is ever alert to correct false impressions from American news, the anti-segregation events have worried Africans who look on the United States as their champion.

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Newsletter

A BULLETIN ON CIVIL RIGHTS IN EMPLOYMENT, PLACES OF PUBLIC ACCOMMODATION AND HOUSING

Vol. I, No. 4 | 270 Broadway, New York City | December, 1957

SCAD Complaints Show Marked Increase

More complaints were received by the State Commission Against Discrimination during the first half of 1957 than in any previous full year except 1956. Particularly striking was the large increase in those charging discrimination in housing.

The greatest number of complaints, as in previous years, dealt with employment discrimination.

Complaints in the area of public accommodations represented many forms including hotels, restaurants, taverns, travel agencies, swimming pools, a hospital, barber shops, a dance hall, retail stores, a beach club, a realty agent, an apartment house, a finance company, a launderette, a billiard parlor and a delivery service. The last four types of businesses had never before been named as respondents in public accommodations complaints.

Of 211 complaints closed during the period from January 1, 1957 through June 30, 1957, some form of discrimination was found in 37% of the cases:

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STATE OF NEW YORK
Averell Harriman, *Governor*
Executive Department
NEW YORK STATE COMMISSION AGAINST DISCRIMINATION
Charles Abrams, *Chairman*
Elmer A. Carter | John A. Davis
J. Edward Conway | Mary L. Nice

New SCAD Office Opened

SCAD's first full time office in Westchester County, located in the county seat of White Plains, was opened on October 3, 1957 with appropriate ceremonies. Chairman Charles Abrams and Commissioner John A. Davis were the guest speakers.

Chairman Abrams used the occasion to warn the overflow audience that "while a great program of industrial development is in progress in White Plains, neither individual leaders nor the community itself has, as yet, met the responsibilities which go with such expansion -- assuring adequate and decent housing for the workers, many of whom are Negroes, required for such growth."

Studies conducted by SCAD, Chairman Abrams noted, showed that housing was the most pressing problem facing minority groups in New York State.

Mr. Abrams praised the recent housing report on minority groups issued by the Westchester County Council of Social Agencies "as offering the basis

(Cont. P. 3)

SCAD CONDUCTS SURVEYS
Major Industries And Upstate Cities Studied

SCAD is presently conducting two types of studies. One, under the direction of Commissioner Elmer A. Carter, deals with the nature and extent of job discrimination found throughout a number of industries and the other with conditions relating to equal opportunities in employment, public accommodations and housing existing in five upstate cities. The findings will be used as aids to program planning.

One study of railroads traversing the states of New York and New Jersey, carried out in cooperation with the New Jersey Department of Education - Division Against Discrimination, should clarify the problems involved in achieving fully integrated employment at all job levels. The railroads will report their total employees and the number of Negroes in each job category; the labor unions having jurisdiction; which categories were filled by promotion only; which were filled by applicants from the open

(Cont. P. 3)

Students of social study classes in the New York City public school system visit SCAD's offices to ask questions and learn about the Law.

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SCAD's staff met at Arden House, Harriman, New York in a three-day conference -- October 29 to October 31 -- to work on Commission program for the coming year. Pictured are three guests (l. to r.) Arnold Aronson, Director of Education for the National Community Relations Advisory Council, a consultant body for the major Jewish agencies of the country; Fred Rauth, Assistant Director for the Southern Regional Council, who addressed a special meeting; George Badgely, representing the New York State Council of Churches.

SCAD Complaints Increase

(Cont. from P. 1)

In 27 complaints (13%) probable cause was found and the complaint was adjusted after conference and conciliation; 2 complaints (1%) were ordered for public hearing; in 49 complaints (23%) no probable cause was found as to the specific complaint but other discriminatory practices or policies were found and eliminated.

Those firms which had been investigated previously because of prior complaints offered an opportunity for examining changes in employment patterns and the effectiveness of conciliation agreements. A large percentage of these were found during reinvestigation to have non-discriminatory employment patterns although in previous years some discriminatory practices had been discovered and adjusted. The conclusion was that the conciliation agreement previously made in connection with these complaints had proved effective.

Housing Incident In Long Island SCAD Enters Case

SCAD recently investigated a situation concerning a Puerto Rican family residing in a small Long Island town who were continuously badgered by their neighbors until they were forced to move. The fact that the family was erroneously believed to be Negro was an extraneous aspect of the case.

SCAD learned about the matter after the family had been compelled to give up their home. By its intervention, however, it was still able to achieve a number of positive ends.

Conferences with various town officials, including the town supervisor, the Deputy Chief of Police and the president of the local civic association resulted in a public disavowal of the act by the president of the association. A public statement by the landlord involved, regretting the incident and inviting the family to return, appeared in the local press. SCAD used the occasion to inform both the officials and organizations in the case and the general community of the State Law Against Discrimination and of its enforcement by SCAD.

Governor Harriman Calls 12-State Conference On Bias

Governor Harriman has joined with Governor G. Mennen Williams of Michigan in calling a 12-state conference on discrimination problems in northern states to be held in New York City on December 12. Invited to the parley were the governors of 10 other states that have anti-discrimination laws. The conferees will exchange information and ideas on the operation and improvement of their respective programs.

Representatives of the 12 states met in Detroit on November 18 to draft an agenda for the December meeting.

The invitation was sent to the Governors of Connecticut, Massachusetts, Rhode Island, New Jersey, Pennsylvania, Wisconsin, Minnesota, Colorado, Oregon and Washington.

New Appointments To SCAD Staff

Edward L. Carter, Jr., and Robert G. S. Maier have been named as Regional Directors respectively of the New York City area and the Syracuse office.

Mr. Carter has been a member of the State Commission Against Discrimination's staff since the agency was first set up in 1945. Prior to that he served as administrative assistant to the Commission Against Discrimination of the New York State War Council from 1942 to 1945.

Mr. Maier is a well known educator whose last teaching post was at Trinity School, New York City, where he served as a Master in languages and mathematics. Other teaching positions included the Garey School in Aberdeen, Maryland and Trinity College School in Ontario.

Insurance Company Enters Into SCAD Agreement

A voluntary agreement with the Commercial Travelers Mutual Accident Association whereby inquiries as to color on applications for accident insurance were hereafter to be removed from the Company's application forms, was announced recently by Chairman Abrams. The announcement was made concurrent with the release of a study analyzing employment practices of the major New York insurance companies during the past eleven years.

The insurance law presently prohibits discrimination on the basis of color by life, health and accident insurance companies. The above insurance company, however, was incorporated in 1883 under a special provision of the insurance law which permitted it to restrict the sale of policies to white persons only.

The Commission study revealed that during the eleven year period the greatest degree of integration had been achieved in the larger insurance firms in the state. Eight of the firms studied, however, failed to show any observable progress.

Three of the companies investigated hired Negroes for the first time after their original contact with SCAD, while other companies showed substantial increase in Negro and other minority employment.

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SCAD Plans 2-Way Approach To Open Occupancy In Housing

In the area of housing discrimination the Commission is presently involved in two projects aimed at achieving open occupancy in housing.

One program involves meetings with top management and key employers in various parts of New York State for the purpose of establishing with these firms their responsibility to non-white employees who are offered top employment opportunities but find themselves barred from adequate housing because of discrimination.

During recent months SCAD has received complaints from Negro physicists, engineers and other technicians alleging they were discriminated against in efforts to buy or rent FHA or VA-assisted housing. These complaints represent a basic problem facing many Negro professional and technical workers at a time when industries are expanding in the upstate cities and could offer these persons job opportunities.

A second program proposes that SCAD visit a selected list of FHA and VA-aided builders to permit personal contacts with them at the outset of their building program and follow up contacts with them until full occupancy has been attained.

Purposes of the program would be to explain the requirements of the Law and the Commission's jurisdiction; to examine and attempt to influence advertising campaigns and tenant or buyer selection; to offer advice and assistance to builders who are subject to the Law; to understand the fears and reluctance of builders in connection with open occupancy and the reactions of white renters and buyers; to build a body of knowledge and experience which will help the Commission in its program to eliminate discrimination in housing.

Postponed TWA Hearing Extended

After reviewing the efforts of Trans World Airlines to recruit qualified Negro stewardesses over a two month period, the Commission has granted the airlines an adjournment of a pending public hearing until December 17, 1957.

The hearing was ordered by Commissioner J. Edward Conway after an investigation of a complaint by Miss Dorothy Franklin of Astoria, Queens, that she had been denied employment as an airlines hostess because she was a Negro.

The Commission in explaining the action, pointed out that on September 6, 1957, Counsel for TWA had stated that in accordance with the stipulation dated July 9, 1957, TWA had interviewed Negro applicants as well as whites for the position of flight hostess, and had explored the roster of existing employees of TWA for the purposes of determining whether any of such employees could be hired for the position of hostess. In late August, 1957, it had hired James O. Plinton, a Negro, as Executive Assistant to the Director of Personnel and Industrial Relations to assist in the implementation of its policy of non-discrimination as set forth in such stipulation. In view of these efforts, TWA had requested adjournment of the hearing. The Commission, after due deliberation, granted such adjournment on the condition that TWA would make periodic reports of its progress in the interim.

Investigations have been completed in the instance of complaints against five other airlines including American, Capital, Pan American, Eastern and United, which were being processed.

SCAD Conducts Surveys

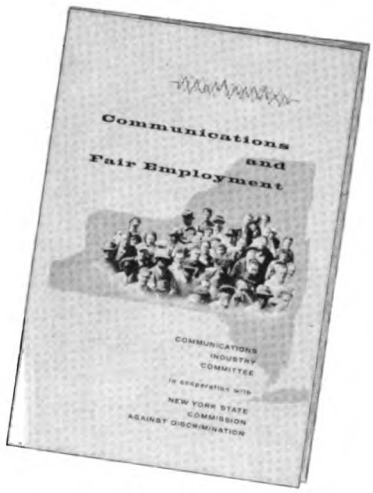
(Cont. from P. 1)

labor market. SCAD is in the process of analyzing the findings which will be made public.

The study of major hotels in New York City, announced in a previous Newsletter, has resulted in data on almost 21,000 employees and these findings will be released shortly.

A third study is that of a single job category (driver-salesman) in the food industry in New York City and the suburban areas. The study was the result of a complaint against one of New York's baking companies that Negroes were not employed as driver-salesmen although they were employed in substantial numbers in the plant.

The second type of study -- "profiles" in the upstate cities -- examines the current status, recent trends and chief problems faced by minority groups.



The new pamphlet "Communications and Fair Employment" published by the Communications Industry Committee in cooperation with SCAD. The booklet, through use of photographs, gives graphic proof that employment on merit regardless of race, religion or nationality, not only works but pays big dividends. The Communications Industry Committee is made up of representatives from American Cable and Radio Corp., New York Telephone Co., RCA Communications, Inc., Western Union Telegraph Co.

New SCAD Office Opened

(Cont. from P. 1)

for an action program which could make Westchester County a model for the nation."

Mr. Davis, in his address, pointed out that with the neutralization of the atom bomb the struggle between the free world and communism had become a struggle for the uncommitted people of the world -- the overwhelming proportion of whom are colored. "If we are to survive this struggle," he warned, "the Western democracies must purge themselves of racial bigotry and every form of discrimination."

Participating in the meeting were representatives of more than 20 organizations closely identified with the problems of race relations.

The newly established Westchester office will be under the direction of Mr. Harry Anderson, a veteran employee of the state agency. Mr. Anderson will work under the supervision of Mr. Edward L. Carter, Jr., regional director for the New York City metropolitan area.

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HIGHLIGHTS OF SCAD'S COMMUNITY COUNCILS

(SCAD's Community Councils support the educational programs of the Commission.)

Kings County Council

Under the sponsorship of the Kings County Council, SCAD agency heads met last month with top banking officials representing the "Group Five" savings banks (covering Brooklyn and Queens) at the regular monthly meeting of the banking group.

Chairman Charles Abrams, Charles Livermore, Executive Secretary, and Mortimer Brenner, Chairman of the Kings County Council, outlined some of the changes in the social and economic patterns of minority groups with emphasis on the increase in spending capacity of the new middle-income group.

Resultant problems in the areas of employment and housing were cited. The point was made that such problems were the concern of the entire community and that they could best be met through education, persuasion and conciliation. The role of the banking industry in expanding employment opportunities and considering banking loans was indicated.

Albany Region

A series of interviews and conferences with resort owners, officials of chambers of commerce and county publicity officials throughout the Adirondack region were recently conducted by SCAD's Albany office as part of a program to acquaint the resort owners with the public accommodations provisions of the Law and enlist their support in its more effective operation.

The meetings pointed up the need for more intensive educational work among not only the resort owners but among the general public.

F. Peter Libassi, Regional Director of the Albany Region, was in charge of the program.

OFFICES OF
STATE COMMISSION
AGAINST DISCRIMINATION

248 State St.
Albany
ALbany 3-5511,
Ex. 700

333 E. Washington St.
Syracuse
GRanite 4-5951,
Ex. 338

Lafayette
Theatre Bldg.
6 Broadway
Buffalo
MOhawk 3111,
Ex. 377-8

203 Main Street
White Plains
WHite Plains 9-4394

270 Broadway
New York
BArclay 7-1616

Buffalo Region

The Buffalo Regional Office sponsored a "hail and farewell" dinner early this month, honoring the outgoing Commissioner, Ward B. Arbury, and greeting the new Commissioner, Mary Louise Nice, who will be responsible for the Buffalo region.

Mr. Arbury had been a Commissioner with SCAD since 1952 and, during one period, held the office of Commission Chairman. Prior to joining the Commission he had been chairman of the Buffalo Regional Council.

Chairman Charles Abrams, serving as guest speaker, paid tribute to Mr. Arbury's long years of dedication and service to the agency and expressed gratification that he would continue to play an active role in Commission activity as a member of the Buffalo Council.

Chairman Abrams welcomed Miss Nice and spoke of her outstanding reputation as an educator and champion of civil rights.

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NEW YORK STATE COMMISSION AGAINST DISCRIMINATION

Newsletter

A BULLETIN ON CIVIL RIGHTS IN EMPLOYMENT, PLACES OF PUBLIC ACCOMMODATION AND HOUSING

Vol. I, No. 5 | 270 Broadway, N. Y. C. | March, 1958

COURT UPHOLDS STATE HOUSING LAW ON DISCRIMINATION

Test Case Affects Thousands of FHA Units

The constitutionality of the Housing provision of the New York State Law Against Discrimination was upheld last month in a precedent-making decision handed down by Justice Samuel W. Eager of the New York State Supreme Court. The ruling was of the utmost significance since the case, involving legislation against discrimination in publicly-assisted housing, was the first of its kind to reach the courts.

The court ruled that Norris G. Shervington, a Negro, must be admitted to the Rochelle Arms, a 100-family apartment house in New Rochelle, N.Y., which now houses only white tenants. Acceptance of mortgage insurance from the Federal Housing Administration brought the builders under the provision of the Law Against Discrimination, the court said. SCAD had brought the proceedings in behalf of Mr. Shervington, relying upon the Metcalf-Baker Law of 1956 which states that multiple dwellings financed in whole or in part by a loan whose repayment is guaranteed by the Federal government must be open to all qualified applicants.

(cont. p. 3)

12 GOVERNORS MEET ON CIVIL RIGHTS

Governors of 12 states having anti-discrimination laws participated, in person or through their representatives, in an all-day conference in New York City on December 12 to consider closer cooperation among their states.

The meeting--the first of its kind--was called by Governors Harriman and G. Mennen Williams of Michigan.

Underscoring the states' responsibility for securing civil rights, the conferees agreed to constitute themselves as a continuing Governors Committee on Civil Rights to "expand interstate cooperation to protect and strengthen the rights of the individual."

The following activities were endorsed as guides to future cooperation by the conferring members:

1. Such cooperation as is permitted by law in cases in which the respondent parties may be the same.

2. Joint industry-wide studies of and conferences with industries operating between the states to help achieve industry-wide cooperation with the laws.

3. Exchange of research and information and the undertaking of such joint programs as will increase knowledge of the causes and extent of discrimination and the most effective means of eliminating it.

4. Initiation of cooperative studies which will encourage development of skills among members of minority groups and improve apprenticeship training programs and guidance counselling services.

5. Joint action by state agencies to secure the support and cooperation of civic and religious groups and of national organizations representing management and labor.

The governors called for strengthening of the President's Committee on Government Contracts; urged upon Congress the establishment of a Fair Employment Practices Commission; offered to cooperate closely with the Federal Commission on Civil Rights and the Civil Rights Division of the Department of Justice.

Miss Ruth Carol Taylor, hired by Mohawk Airlines as the first Negro airline stewardess in the United States, is congratulated by Governor Harriman as she descends from a company plane. Adding their congratulations (l. to r.) are SCAD Chairman Charles Abrams and Miss Helen R. Thomas, Executive Assistant to the President of the airline company. Governor Harriman's dog, Brum, joins in the general good wishes. **(Story on page 2)**

STATE OF NEW YORK
Averell Harriman, *Governor*
Executive Department
NEW YORK STATE COMMISSION AGAINST DISCRIMINATION
Charles Abrams, *Chairman*
Elmer A. Carter | John A. Davis
J. Edward Conway | Mary L. Nice

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Five Governors who attended the December 12th Governors Conference on Discrimination in Employment consider the agenda for the meeting. Seated (l. to r.) are Governor G. Mennen Williams of Michigan and Governor Averell Harriman of New York who acted as co-chairmen of the conference. Standing (l. to r.) are Governor Robert D. Holmes of Oregon, Governor Orville L. Freeman of Minnesota, and Governor Stephen L. R. McNichols of Colorado.

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Governor Harriman, praising Mohawk's action as "an historically symbolic step," expressed pride that a New York company had been the first airline in the nation to break the color barrier against Negro airline stewardesses.

Miss Taylor, previously employed as a private nurse, was born in Boston, Mass. She attended Elmira College and was graduated from the Belevue School of Nursing.

The employment of Miss Taylor is the second in a series of progressive steps to achieve integration of Negro personnel in flight capacity aviation. New York Airways, which operates helicopters, recently hired a Negro pilot.

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An unusual term of the conciliation was the company's agreement to review the employment record, qualifications and abilities of all Negroes presently employed as counter girls, dish washers, porters, janitors and receiving clerks, to determine whether or not such personnel should be promoted if they are interested and qualified and if "customer-contact" positions are available.

Commissioner Conway pointed out that the lack of Negroes in such positions created the impression that they were excluded by the company, and tended to discourage qualified Negroes from applying for jobs at their highest level of skills.

Montgomery Ward will also (1) inform all its employment interviewers of the non-discrimination policy of the firm (2) communicate with interracial organizations and with high school guidance counsellors informing them of the company's non-discriminatory policy in the recruitment and promotion of all employees (3) take affirmative steps to advise the general public of its policy of hiring and promoting without regard to race, religion or nationality.

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In the first complaint Commissioner Elmer A. Carter ruled that the New York office of the Homestead, a resort hotel in Hot Springs, Virginia, violated the New York State Law Against Discrimination by refusing patrons because of their Jewish faith. Commissioner Carter dismissed the suggestion made by the hotel's counsel that the case be dropped because the hotel's New York office had been permanently closed since the filing of the complaint.

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SCAD'S ADVISORY COUNCILS AND COMMITTEES

Albany-Troy: Representatives of the Albany and Troy Councils attended a luncheon last month at which the report on race relations in the Albany-Troy area was released. The report, prepared by SCAD with the cooperation of the area councils, concluded "that hiring on merit has become accepted by many employers although still resisted by others"--that public accommodations was "a bright spot" in the race-relations picture --and that "housing, particularly in the suburbs, and private rental housing in almost any part of the area, remains a sector where racial inequities abound."

Buffalo: The Buffalo Council cooperated with the leading intergroup agencies of the city in co-sponsoring "The Sixth Annual Conference on Community Living" in that city. Key speakers were Dr. Kenneth Clark, prominent writer and educator on human relations and Dr. Stuart Chase, internationally known economist. SCAD Commissioner Mary Louise Nice served as discussion leader and Regional Director Victor Einach acted as conference chairman. (The Buffalo office has moved to new quarters at 6 Broadway.)

Syracuse-Onondaga: On February 26 The Syracuse-Onondaga County Council sponsored a luncheon conference to discuss the study "Race Relations in Syracuse", conducted by SCAD's Research Division. Local leaders participated so that they could become acquainted with the study and its program possibilities.

Westchester: The Westchester County Council, with the cooperation of local community-relation agencies, sponsored a human relations conference last November in Yonkers, N.Y. Principal speaker was Algernon D. Black, Chairman of the New York State Committee Against Discrimination in Housing and a member of SCAD's Housing Advisory Committee. Three discussion groups explored the topics: "Better Homes--The Responsibility of Government"; "Better Citizens--The Effects of Housing"; "Better Communities--Our Common Goal".

Moderators of these sessions were J. K. Stearns, SCAD staff representative; Katherine Q. Mihayl, Study Director, Housing Committee, Westchester County Council of Social Agencies; Mrs. Kenneth W. Greenawalt, President, League of Women Voters, Westchester County.

Labor Advisory Committee: Authorized (1) distribution of a SCAD labor poster to be displayed in union meeting rooms and offices around the State and special educational material to be sent to union publications, stressing the obligations of labor and management in assuring equal job opportunities without regard to race, creed, color or national origin. (2) mailing of the Commission's regulatory poster to all unions in the State.

Commerce and Industry Advisory Committee: Agreed (1) to draw up a brochure addressed to heads of companies proposing a seven-point model program for management in developing an equal employment opportunity program. (2) to mail to industrial heads and personnel officers the pamphlet "Communications and Fair Employment" published by SCAD's Communications Industry Committee in cooperation with the Commission which tells of the successful experience of four major communications companies in utilizing the services of all workers without regard to their race, religion or nationality.

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NEW YORK STATE COMMISSION AGAINST DISCRIMINATION

Newsletter

A BULLETIN ON CIVIL RIGHTS IN EMPLOYMENT, PLACES OF PUBLIC ACCOMMODATION AND HOUSING

Vol. I, No. 6 | 270 Broadway, New York City | June, 1958

NEW YORK BIAS LAW AMENDED TO COVER OLDER WORKER

The State Law Against Discrimination has been amended to include a ban on discrimination against the older worker. Governor Harriman signed the bill, effective July 1, 1958, which provides that it shall be an unlawful discriminatory practice for an employer "to refuse to hire or employ or to bar or to terminate from employment any individual because of age, or to discriminate against any individual in promotion, compensation or in terms, conditions or privileges of employment because of age."

The Law forbids labor organizations and employment agencies to practice discrimination because of age and makes it unlawful for any employer, licensing agency or employment agency to print or circulate any advertisement which "expresses any limitation, specification or discrimination respecting individuals" because of age.

It provides that nothing contained within its provisions "shall be construed to prevent the termination of the employment of any person who is physicially unable to perform his duties" and makes certain exceptions in connection with retirement systems and the varying of insurance coverages on the basis of age.

Governor Harriman hailed this extension of SCAD's jurisdiction as "a step forward" but indicated the need for clarifying amendments at the next session of the legislature.

In preparation for administering the Law, SCAD officials have held meetings with representatives of agencies concerned with problems of the older worker, including officials of the State Employment Service, the Massachusetts Commission Against Discrimination (which has been administering a similar law since 1950) and has also met with representatives of banks, insurance companies and labor organizations regarding the effect of the law on retirement systems. Public hearings throughout the state to elicit the best thinking of experts and interested persons will be held shortly.

RELIGIOUS LEADERSHIP CONFERENCE AT ARDEN HOUSE

The first in a series of three religious leadership conferences, Protestant, Catholic and Jewish, was held on April 28-29 at Arden House, Harriman, New York. Protestant churchmen, laity and clergy, met under the joint auspices of SCAD and the State Council of Churches to: a) review the moral foundation of laws providing equality of opportunity in employment, housing and public accommodations b) discuss the responsibility of Christian leadership for programs assuring equality of opportunity for all people c) explore ways in which denominational bodies, councils of churches, and local congregations could assist in

(cont. p. 3)

STATE OF NEW YORK
Averell Harriman, *Governor*
Executive Department
NEW YORK STATE COMMISSION AGAINST DISCRIMINATION
Charles Abrams, *Chairman*
Elmer A. Carter | John A. Davis
J. Edward Conway | Mary L. Nice

TWA HIRES FIRST NEGRO FLIGHT HOSTESS

Another milestone in merit employment was achieved recently when Miss Margaret Grant was hired by Trans World Airlines as the first Negro flight stewardess to serve aboard an international carrier based in the United States. Miss Grant, 21 years of age, resides in New York City and majors in psychology at Hunter College. She will graduate in June 1958 and begin her airline training shortly thereafter.

The decision by TWA concluded extended negotiations between SCAD and the airline, initiated after a complaint had been filed by Miss Dorothy Franklin who alleged that because of her color she had been refused employment as a flight hostess. After attempts at conciliation had failed, a public hearing was ordered by the Investigating Commissioner, J. Edward Conway. It was postponed when TWA promised to hire a Negro hostess within 90 days.

With the hiring of Miss Grant, Miss Franklin withdrew her complaint and indicated satisfaction that her principal objective has been achieved.

(cont. p. 3)

Miss Margaret Grant

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FROM FAR OFF PLACES

SCAD almost daily receives letters requesting Commission reports, pamphlets, reprints, etc. Although a New York State agency, SCAD also services those requests which come from other states in the union -- a student at the University of California, a librarian at Iowa State College, a professor at Harvard University. But sometimes they come from even more distant points.

One correspondent, Herr J. H. Gaukstert, Grand Treasurer of the International Order of Odd Fellows, Rooseveltlaan 97, Amsterdam, Holland, asked to be placed on our mailing list since the IOOF "had heavy discussions about the discrimination in the world." We made out an addressograph plate for Herr Gaukstert and invited him to drop in if he ever found himself in the vicinity of 270 Broadway.

Another request for SCAD literature came from an agency with the impressive old-world title and address "Bibliothek des Instituts fur Welwirtschaft an der Universitat Kiel, Mecklenburger Str. 2-4, Kiel-Wik, Germany." The request came on a simple postcard with the added message, "Please do not think this formal request means formal treatment of your publication. The time we save by printed forms is used for detailed cataloguing." We assured the sender that we were not affronted by his "formal request" but, on the contrary, considered the device a testimonial to the library's operating efficiency.

Finally, to round out the series, there came a visitor to our office from Tel Aviv, Israel, to learn about SCAD's program. He thanked us for the information and quietly bade us good-day. Three months later there arrived a batch of news clippings written in Hebrew, culled from a Tel Aviv newspaper, outlining the purposes, program and administration of the State Law Against Discrimination. Our foreign correspondent had done an excellent job of translating into the ancient Hebraic tongue the materials he took away. (So we were advised by one of the local Jewish community relations agencies to whom we farmed out the translation chore.)

Although New York State is our province and we try, conscientiously, to cultivate our own garden, yet the world will beat a path to our door.

MENANDS SWIMMING POOL CASE

A young Negro teen-ager, Barbara Ann Sharpe, who alleged that because of her color she had been denied admission to a swimming pool in the town of Menands, just outside of Albany, will receive a letter of apology from the owners inviting her "to use the pool and its facilities during the summer of 1958 and thereafter."

The letter was one of a series of conditions laid down by SCAD in a legal order as the result of a public hearing on the case. The hearing was ordered by Commissioner J. Edward Conway when efforts to conciliate the matter failed.

Additional terms of the order were: 1) to advise employees of the pool of the provisions of the Law 2) to display prominently the SCAD poster 3) to inform the Arbor Hill Community Center of the pool's non-discriminatory policy 4) to make available to SCAD any books or papers the Commission deems necessary for reviewing the pool's practices for the next 18 months 5) to advise SCAD within 30 days of the steps taken to comply with the terms.

SCAD HOTEL STUDY

Although some progress has been made in eliminating job discrimination in New York City hotels, minority-group members are still handicapped in seeking employment in many types of hotel jobs, according to a recent SCAD survey.

Employment records in 33 major hotels -- covering 100 job categories and more than 20,000 employees -- were examined in the course of the study.

The report showed that Negroes, Puerto Ricans and Jews were employed more often in behind-the-scene jobs than in jobs which involved direct contact with the public and hotel guests. Puerto Ricans had found extensive employment opportunities in both unskilled and skilled jobs in New York City's leading hotels, although, in common with Negroes, they were least frequently employed in white collar and administrative jobs.

Commissioner Elmer A. Carter, who directed the survey for SCAD, expressed his approval of the cooperation shown by the Hotel Association and commended its decision to undertake training programs which would qualify minority-group members for positions in every phase of the hotel operations. He made the following recommendations: 1) that management advise all those charged with the responsibility of referral, hiring and evaluation of the announced policy of non-discrimination in all categories of employment 2) that management abandon specifications which served to perpetuate discrimination 3) that opportunity for apprenticeship training for higher skills shall not be restricted by reason of race, creed, color or national origin.

SCAD LOW INCOME STUDY

More than 100 representatives of management, labor, religious, educational and civic groups met in March at the call of Governor Averell Harriman to consider studies conducted by SCAD into the relationship between discrimination and low incomes. The studies were sponsored by the Interdepartmental Committee on Low Incomes created by Governor Harriman two years ago to investigate the causes of poverty and to develop a comprehensive program to improve the status of low income groups.

The SCAD studies included compilations of existing economic and social data, a comparative study of Negro and white youth in Elmira, an investigation of union and management attitudes and practices toward the employment and upgrading of members of minority groups, and a section on progress toward integration as revealed in 4 case studies from SCAD files. They will be published shortly for general distribution.

At the opening of the conference Governor Harriman observed, "These studies show that discrimination, not only in employment but particularly in upgrading, is the key factor in keeping many families in a low income bracket. They point to necessary remedial action by both public and private agencies."

The conferees recommended that: 1) the studies be continued and the problems be approached within the concept of raising the living standards of all people 2) existing programs in the areas of health, education, welfare and labor standards be re-evaluated and strengthened in the light of these problems 3) the Federal Government develop more effective programs to eliminate discrimination in apprenticeship 4) the

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SCAD Commissioner John A. Davis (center) showing New York City downtown sights to Indonesian visitors (left), R. Safioedin, Director of Division of Minorities and Aliens, Ministry of Home Affairs and (right) Arsjad Pringgaredo, Chief of Political Divisions. The Far Eastern representatives had included SCAD in a tour of public and private intergroup agencies for the purpose of learning how some of our educational and legal methods can be adapted to their own problems.

SCAD DISPLAY AT BRUSSELS WORLD'S FAIR

SCAD considers it a great distinction that photographs from its publication, "Article One", were chosen to be displayed in the American Pavilion of the Brussels World's Fair. The photographs, showing scenes of Negroes and whites at work in industry, the professions and on the farm, provide graphic evidence of job integration working successfully. The exhibit, to be viewed by hundreds of thousands of visitors from around the world, should help present a correct picture of our American economy.

LOW INCOME from p. 2

authority of the President's Committee on Government Contracts be strengthened 5) labor, management and community organizations engage in a searching re-examination of their approach to this problem 6) Civil Rights agencies be empowered to initiate specific investigation and action in addition to processing individual complaints 7) the problems of poverty be recognized as national problems and a national approach be developed for their solution.

RELIGIOUS LEADER from p. 1

implementing equality of opportunity d) define the role of the church in supporting the objectives of the Law Against Discrimination.

SCAD Chairman Abrams, at the opening session stated, "In the campaign to achieve equal rights and opportunities for all persons, the church is the repository of the moral faith. It is in large measure the religious leaders who set the moral tone of the community which is then translated into community attitudes and actions."

Work sessions at the conference considered such questions as "How can the church set forth clearly the moral basis of equality of opportunity in the three areas under discussion and communicate it effectively to all levels of church administration, to other congregations and to the community at large?" -- "Since the laity of a congregation are employers, employees and members of employment agencies; builders, lenders, realtors, housing officials, home owners and tenants; proprietors, owners, managers and personnel of public accommodations, vacationists and clients of service establishments, how can each layman make a responsible witness to his beliefs in his daily work and his day-to-day living?" -- "What specific projects can your church undertake to implement the principles involved in these three areas?"

Religious leaders and SCAD chairman conferring at a recent Arden House Conference (see story above). (L-R) Rev. Theodore L. Conklin, Assoc. Gen. Sec. and Rev. Dutton S. Peterson, President of the State Council of Churches; Chairman Charles Abrams; Rev. Kenneth Roardarmel, Council Gen. Sec.

The conferees recommended to the semi-annual meeting of the State Council of Churches Assembly, held on June 6, that three pilot projects be undertaken to carry out the general purposes expressed in a resolution adopted at the conference -- one by a denominational body, one by a local council of churches and one by a local congregation. If approved, the State Council of Churches will assign the projects to appropriate action committees.

A similar meeting with the Catholic leadership of the state is being planned for July at Siena College. Preliminary plans for the Jewish conference are in progress.

TWA HIRES from p. 1

The first break in the non-employment of Negro flight personnel came in December '56 when New York Airways, a helicopter line, hired Perry H. Young as a pilot. The second came last December when Mohawk Airlines employed Ruth Taylor as a stewardess.

Chairman Abrams hailed TWA for its "enlightened leadership in this field" and commended Miss Franklin for the important role she had played "in opening the airways to members of her race."

Recalling the agreement by the 18 major airlines operating in New York and SCAD under which the airlines agreed to the elimination of discrimination in flight capacities, Commissioner Abrams stated he expected the remaining airlines to follow TWA's precedent.

Governor Harriman congratulated TWA and SCAD "on this significant step forward." He added, "I am particularly happy that TWA's first Negro is a New Yorker and a girl from Hunter College."

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SCAD'S ADVISORY COUNCILS

Manhattan: During April and May four closed-circuit TV programs on SCAD activities, under the sponsorship of the Hudson Guild Neighborhood House, were telecast in Spanish to residents of the Chelsea Area of Manhattan.

One program featured the Spanish language version of SCAD's film, "Opportunity Unlimited". Frank Torres, a member of SCAD's Bronx Council, moderated the series which was under the direction of Mrs. Lucila Amoros of Hudson Guild. Other participants were E. Virginia Massamine of the Board of Education, Carolos Cuevas and Rev. E. N. Rodriquez of Bronx County Council and Manuel Guerrerio of Manhattan Council. Governor Harriman sent a congratulatory message to the Council and the Guild on the series of telecasts.

Kings: Recent contacts made by council members with Negro church leaders in Brooklyn resulted in a) a SCAD staff member being invited to speak before the Leadership Training Institute for Negro women sponsored by the Women's Auxiliary of the Empire Baptist Convention b) the appearance of Mr. Louis J. Warner, council member, before a conference sponsored by the Baptist Training Union Congregation and the Empire State Sunday School, representing 400 Baptist churches around the state c) a mailing to 49 Negro clergymen in Brooklyn offering SCAD materials and program aids.

Buffalo: The Council, in cooperation with the Regional Office, played host for two days to SCAD's General Counsel, Henry Spitz. In exploiting the opportunity, Buffalo Regional Director, Victor Einach, lined up a series of whirlwind speaking engagements including appearances before students at the University of Buffalo Law School, members of the Erie County Bar Association and a dinner meeting of the Council itself. Mayor Frank Sadita, himself, took time out to confer with the visitor. Mr. Spitz, stressing the news behind the news, discussed the significance of a number of recent SCAD court cases.

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Queens: Members of the Queens County Council have been interpreting SCAD's role in housing to community groups in a variety of ways. Hillery C. Thorne recently led a discussion on the film "An Equal Chance" at a meeting sponsored by the Social Action Committee of the South Shore Unitarian Church. Rev. Joseph B. Flotten spoke on equality of opportunity in housing at Temple Israel in Freeport, Long Island. Rev. James M. Hutchinson, Mrs. David Kaplan and Miss Ann L. Murdock participated in a training session on housing at the Commission's New York office. Dr. Hutchinson spoke on "A Place To Live" at an all day Institute sponsored by the Jamaica Council of All Church Women.

Syracuse: The week of May 4-10 was set aside by Governor Harriman as New York State Open House Week to coincide with the 75th anniversary of the establishment of the Merit System. All of the councils participated. Syracuse conducted a variety of activities that kept council members occupied each day of the week. These included a reception for council members at which citations were awarded, a press seminar for local high school editors and two TV telecasts at which Commissioner Mary Louise Nice explained the purposes and program of the Commission.

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NEW YORK STATE COMMISSION AGAINST DISCRIMINATION

Newsletter

A BULLETIN ON CIVIL RIGHTS IN EMPLOYMENT, PLACES OF PUBLIC ACCOMMODATION AND HOUSING

VOL. 2, No. 1 | 270 BROADWAY, NEW YORK CITY | NOVEMBER, 1958

SCAD'S HOUSING ADVISORY COUNCIL HOLDS ANNUAL CONFERENCE

Over 200 builders, bankers, realtors and employers attending the June 4th conference in New York City sponsored by SCAD and its Housing Advisory Council, participated in work sessions on the problems of housing.

SCAD Chairman Charles Abrams deplored the fact that Negroes benefitted little from available FHA housing partly because Negro incomes were too low to afford such housing but mainly because local biases had kept them out of the suburbs.

He described agreements with FHA and VA whereby those builders found in violation of the State Law Against Discrimination will be disqualified from future FHA and VA benefits.

Chairman Abrams said he hoped that these measures would accelerate a federal trend to assist in the enforcement of state civil rights laws.

Other speakers stressing the role that the housing industry, management, and labor must play, in cooperation with the government, to provide better housing opportunities for all, were FHA Commissioner Norman Mason, William A. Lyon, President of the Dry Dock Savings Bank and the National Association of Mutual Savings Banks, Emil Keen, President of the New York State Home Builders Association and James H. Scheuer, Chairman of SCAD's Housing Advisory Council and chairman of the Conference.

The conferees endorsed a four-point statewide housing program involving cooperation between members of SCAD's Housing Advisory Council and its community councils as follows:

1. Meetings with all the local and national affiliates of the New York State Builders' Association to develop cooperative programs with SCAD aimed at achieving voluntary compliance on the part of the builders.
2. Meetings with owners and managers of FHA 608 Rental-housing projects throughout the state to persuade them to remove the barriers against eligible non-whites in what constitutes the principal source of rental housing in upstate communities — housing which has received public assistance though not subject to SCAD's enforcement and the small "prestige" housing accommodations.
3. Meetings with industrial leaders in upstate cities, using SCAD's study "In Search of Housing", which documented the difficulties encountered by profession-

(Continued on Page 3)

SCAD Commissioner Mary Louise Nice meeting with students at the youth conference, "Horizons Unlimited" held in Syracuse this summer. (See "SCAD's Community Councils" in this issue.)

SCAD CHAIRMAN ADDRESSES NATIONAL CONFERENCE OF CATHOLIC CHARITIES

In a recent address before the National Conference of Catholic Charities, in Columbus, Ohio, SCAD Chairman Charles Abrams called upon the leading religions in America to reverse "the increasing ascendancy of intolerance throughout the world." Citing the "surging tide" of minority group problems he urged the church to "set the moral tone of the local and national communities and influence community attitudes and actions toward the higher aspirations."

In spite of the sharp cleavage between North and South in this country on the issues of integration and civil rights, characterized on the one hand by defiance of the law in some Southern states and on the other by the setting up of twelve state FEP Commissions in the North, Chairman

(Continued on Page 3)

STATE OF NEW YORK
Averell Harriman, *Governor*
Executive Department
NEW YORK STATE COMMISSION AGAINST DISCRIMINATION
Charles Abrams, *Chairman*
Elmer A. Carter — John A. Davis
J. Edward Conway — Mary L. Nice

FIRST QUARTERLY AGE REPORT SHOWS PROGRESS

SCAD, through its Research Division, recently conducted a number of studies on the subject of age discrimination in employment for the purpose of a) determining the scope and dimensions of the problem, b) making an initial examination of the impact of the age amendment. The studies and their findings follow:

1. *Comparative analyses of age specifications in newspaper want ads before and after the effective date of the Law.* Comparable issues of three New York City newspapers and 2 upstate papers in the months of August 1957, June 1958 and August 1958 were examined. Findings revealed a considerable decline, to the point of negligibility, of illegal references in newspaper ads. In August 1958 there were 41 illegal ads out of a total of 8780 ads covered or 0.5%.
2. *Experience of the New York State Employment Service in finding employment for older workers.*
   a) Since 1950 the New York State Employment Service has carried on an increasingly intensive educational program among its staff and the employers it services to end discrimination in employment because of age. This program has resulted in a slow but steady progress in breaking down employment barriers due to age. After the Law was amended SCAD and the NYSES held numerous

(Continued on Page 3)

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"Equal Rights in New York — Jobs, Housing, Public Places" — The booklet, written and produced by SCAD, is addressed to Spanish-speaking members of the Puerto Rican community. A plan of distribution is being worked out by SCAD's New York Regional Office in cooperation with the New York office of the Commonwealth of Puerto Rico — Division of Migration.

APPEARANCES COUNT TOO

Our hats go off to those employers who not only display SCAD's regulatory poster indicating that they observe the law against discrimination, but periodically refurbish the message. Recently we received a communication from a Utica company advising, "Our present poster is quite old and dog-eared and is out of place in our newly redecorated office. Please send us a new one."

May we suggest to all other firms who plan to spruce up their establishments, and whose present poster shows the ravages of time, that they drop us a line and receive, directly, a new, smart, eye-catching duplicate.

The message of the poster is the important thing but appearances count too.

REPORT ON BANK STUDY

Important gains in employment opportunities for members of minority groups have been made in recent years in the leading banks of the state, according to a study by SCAD. Positions for which members of minority groups were hired included tellers, stenographers, IBM operators and librarians.

Two major banks which had never employed Negroes in any capacity prior to their contact with SCAD now employ them in substantial numbers and in a variety of positions, the report showed. Eight other banks showed an increase in the employment of minority group members and steady advancement in the types of positions offered the groups. A breakdown of 47 closed cases revealed that probable cause had been found in 15%; discriminatory practices unrelated to the specific complaints were adjusted in 40%; no discrimination was disclosed in another 40%.

BREAKTHROUGH IN RAILROAD EMPLOYMENT

A study of railroad employment in New York and New Jersey by the New York State Commission Against Discrimination and the New Jersey Division Against Discrimination disclosed that while no substantial changes have taken place in the status of Negro employees, significant initial breakthroughs in eliminating discrimination in the industry have been achieved.

The report showed that nineteen railroads employed 8909 Negroes or 10.6% of the total employees, but that 8164 held traditional maintenance or non-operating jobs. In the operating-transportation divisions, Negroes constituted 1% of the workers. Though the number was small — 118 Negroes — it represented the first Negroes employed in such jobs in recent years.

This study, supervised by SCAD Commissioner Elmer A. Carter and Dr. John F. Milligan, Assistant Commissioner of Education for New Jersey, is the first of its kind conducted by any state FEPC.

RECENT SCAD LITERATURE

SCAD reinforces its regulatory powers with an extensive educational program that reaches into local communities and enlists their support in preventing and eliminating discrimination. One important approach is the preparation and distribution of publications. The following are available in limited quantities on request:

Management and Merit Employment: a guide for industrial leadership—8 pp.

Equal Rights in New York—Jobs, Housing, Public Places: an omnibus booklet covering all areas of Commission jurisdiction — 12 pp. (also available in Spanish — see photo in this issue).

Labor Against Discrimination — a labor poster to be displayed in union meeting rooms and offices.

A Good Union Label (see next page): mat of the emblem available for reproduction in union publications.

In Search of Housing: a study of experiences of Negro professional and technical personnel in New York State —40 pp.

Negroes in Five Upstate Cities: a survey of race relations in 1957 — 144 pp.

Nonwhite Unemployment in the United States, 1947-1958 — 10 pp.

Report of Progress — 1957: annual report of Commission's activities.

Aids - Suggestions - Leads for Better Programs: lists SCAD films, recordings, displays, literature and speakers available to community groups.

"To me the question of doing away with all race and religious bigotry in this country is the most important of all."
— Theodore Roosevelt

This year marks the centennial observance of the birth of Theodore Roosevelt.

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Representatives of industry, labor, civic organizations and the general public were invited to express their views on proposed rules for enforcing the new SCAD provisions barring discrimination in employment because of age. Hearings were held in Buffalo, Rochester, Syracuse, Albany and New York City. Pictured is the June 19th Syracuse meeting. Facing the audience are (l. to r.) Milton Rosenberg, Director of SCAD's newly created employment division and SCAD Chairman Charles Abrams.

Housing Conference (Cont.)

(Continued from Page 1)

ally and technically-trained non-whites in attempting to find adequate housing and the implications for an expanding industry which needed their skills.

4. Holding of conferences similar to the present meeting in the major upstate cities, Westchester County and the Nassau-Suffolk County area.

Abrams' Speech (Cont.)

(Continued from Page 1)

Abrams warned against being insensible to the dangers for the North. "For within the Northern areas themselves there is a growing group of citizens who feel themselves challenged by the minority movements into their neighborhoods."

Mr. Abrams declared that gains made so far can be preserved only "by an attitude which accepts each newcomer and which condemns prejudice and violation of the law as an offense against religious precepts; by teaching existing residents that fear of people who are different is repugnant to reason; by joining with civic and social groups of whatever denomination or composition toward common democratic objectives; by condemning violence against people who are different; by espousing the thought that freedom of the individual and freedom of the church are indivisible; finally by supporting the Supreme Court when its rulings express the principles of human decency. For as Pope Leo XIII said, 'The true liberty of human society does not consist in every man doing what he pleases . . . but that through the injunctions of the civil law, all may more easily conform to the prescriptions of the Eternal Law.' "

CATSKILLS AND ADIRONDACKS RESORT SURVEY

A survey of the Catskills and Adirondacks resort areas was conducted recently under the direction of SCAD Commissioner, J. Edward Conway, to determine if advertisements placed by summer resorts, which included the reference "Churches Nearby" or its equivalent, are in violation of the State Law Against Discrimination. The overall study was made in conjunction with 37 complaints filed by a national Jewish community agency.

SCAD representatives, in addition to interviewing the owners of local hotels, motels and tourist homes, conferred with officials of resort associations and community leaders. The findings are being analyzed and will be released shortly.

The above emblem was prepared by SCAD for use in the educational program of its Labor Advisory Committee. A mat of the emblem has been distributed to over 100 labor union publications throughout the state and many have already reproduced it in their papers. Additional mats may be obtained by writing to any of SCAD's Regional offices.

WATERFRONT COMMISSION WARNS ON BIAS IN HIRING

The Waterfront Commission of the Port of New York, at the request of SCAD, has sent a letter to all hiring agents licensed by it warning that "discrimination in hiring practices because of race, color, creed or national origin" will be considered in determining whether a licensee or prospective licensee "possesses the good character and integrity necessary to obtain or retain a license or permit issued by the Commission."

SCAD had brought allegations of discrimination on the waterfront to the attention of the Waterfront Commission.

Old Age Studies (Cont.)

(Continued from Page 1)

meetings to work out cooperative policies and procedures.

Findings show that: a) New York State offices place a greater proportion of applicants 45 years of age and over than any other state in the union. b) In August, 1958 NYSES offices throughout the state received age specifications from employers on 352 job openings or less than one half of one percent of the total 120,524 openings available. c) Reasons given by employers for wanting "young" job applicants or applicants within specific age ranges were varied. Almost half gave a physical explanation such as the need for good eyesight or heavy lifting; some suggested personality traits such as greater alertness and flexibility in the young; about a quarter stated they wanted younger people to train for advancement.

3. *Interviews with the personnel directors of 24 large corporations and heads of five employment agencies regarding their policies and practices and their reactions to the Law.*

These revealed: a) Knowledge of the Law was widespread and its major provisions clearly understood. b) While almost all companies affirmed that they had no formal policy of age discrimination, older workers were not hired "as a routine matter" for training programs, heavy work, or where it would interfere with a "balanced" age structure. c) Age discrimination results, in part, from the lack of an explicit company policy. Personnel people lean towards playing it safe by assuming that top management prefers younger workers. d) There is no pronounced opposition to the new Law nor is there great enthusiasm for it. e) SCAD's handling of the Law, to date, is generally considered reasonable and fair. f) The major problem anticipated seems to derive from the almost universal promotion-from-within policy. g) Interviews with the 5 employment agencies revealed a welcome, albeit skeptical attitude toward the Law.

The Commission also issued a report on the number and types of verified complaints filed to date alleging discrimination because of age.

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SCAD'S COMMUNITY COUNCILS

Buffalo — Is undertaking a housing study in the Buffalo-Niagara area recommended by the council's housing committee. During the summer, representatives of the local private and public agencies met with Commission and council leaders under the chairmanship of Commissioner Mary Louise Nice and agreed to cooperate closely. The results of the survey will be used as a basis for an educational program by the Buffalo Housing Committee.

Syracuse — Forty youths from different minority groups and from several major central New York communities attended a youth conference "Horizons Unlimited" at Cazenovia Junior College this summer under the sponsorship of the local "Committee on Vocational Aspirations of Youth", the State Department of Education, the Syracuse Post-Standard Community Fund and SCAD's Syracuse Community Council. Representatives from the fields of law, religion, medicine, social work, education and nursing, representing a cross-section of national and cultural backgrounds, counseled the youngsters on job and educational opportunities. They stressed that the country had a great need for the development of the maximum talent of all its young people and urged them to train themselves for employment in accordance with their highest potentialities.

Westchester—The Council will devote its monthly meetings to a series of conferences with community leaders in the fields of employment, public accommodations, publicly-assisted housing and education. These persons will describe the policies and practices of their organizations as they relate to the Law Against Discrimination. In connection with the meeting on employment, the personnel standards set forth in SCAD's recent publication "Management and Merit Employment" will be discussed.

Housing Advisory Council—In a recent address to The American Council to Improve Our Neighborhoods (ACTION), James H. Scheuer, Chairman of SCAD's Housing Advisory Council, made remarks significant enough to be incorporated into the August 1958 issue of the *Congressional Record*. The speech, titled "The Housing Challenge of America" concluded with these paragraphs:

"We must plan both our central city projects and our new suburban communities for the many different population components which make up our rich American society. Federal statisticians may tell us that the average American family is composed of 2 parents, 1.34 children and three-quarters of a mongrel pup. Happily, we are not a nation of averages. We are a nation of differences and diversity. This is our strength, our resilience and our hope.

"So far, we have not produced housing to serve this great variety of Americans. We have shamefully neglected to meet the housing needs of 15 million American minority citizens.

"Surely, in our efforts to rebuild our cities and create new suburbs, we can, above all, make certain that these programs serve the total American community."

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NEW YORK STATE COMMISSION AGAINST DISCRIMINATION

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Newsletter

A BULLETIN ON CIVIL RIGHTS IN EMPLOYMENT, PLACES OF PUBLIC ACCOMMODATION AND HOUSING

Vol. 2, No. 2 270 BROADWAY, NEW YORK CITY MARCH, 1959

INDUSTRIAL AND LABOR RELATIONS
APR 14 1959
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SCAD SURVEY SHOWS HOUSING BIAS

A recent SCAD publication, "In Search of Housing," documents the plight of Negroes in professional and technical occupations, hired or transferred from other parts of the country, who, because of racial bias, cannot find adequate housing for their families. Some were compelled to give up their jobs or contemplated leaving them because of this situation.

The study, conducted by SCAD, was based on interviews with 45 individuals in various professional and technical occupations in nine cities of New York State. The "typical" interviewee was a graduate engineer or scientist hired for the new job from a school or previous position hundreds of miles away. He was looking for a "good neighborhood" to house his family, meaning a neighborhood with adequate play space, good schools, good property maintenance and congenial neighbors.

The survey indicated that the average number of places contacted by the home-seekers in their search for housing was 45. At the time of the interviews only one in seven considered the housing they had obtained satisfactory. Many pointed out the deplorable living conditions they had to accept — inadequate space, lack of heating facilities, rapidly deteriorating walls and fixtures.

The experiences of these home seekers pointed to widespread discrimination by individual property owners and real estate agents who, in most cases, avoided reference to the applicants' race, advising, for example, that the apartment was no longer vacant although the "For Rent" sign was still up.

In an effort to solve the problems revealed in the survey, SCAD staff members have met with state and local leaders of the Association of Real Estate Boards, The Home Builders' Association, The Savings Bank Association and The Savings Association League of New York. Using the study as a focal point, they discussed the findings and suggested ways in which constituent members of the associations could be educated so that, in time, they will adopt and publicize their own set of principles for attaining democracy in housing. As a first step, two associations have mailed the booklet to their members.

Further distribution of the study is planned through the New York State Council of

ELMER A. CARTER, NEW SCAD CHAIRMAN

Elmer A. Carter

Elmer A. Carter, a member of the State Commission Against Discrimination since its establishment in 1945, has been named by Governor Nelson A. Rockefeller as SCAD Chairman to replace Charles Abrams who resigned on January 27th.

In 1938 Mr. Carter was appointed by Governor Herbert H. Lehman as a member of the Board of Appeals of the State Division of Unemployment Insurance and served until 1945. Governor Thomas E. Dewey then named him as a member of the State Commission Against Discrimination and reappointed him in 1948 and 1953. In 1958 he was reappointed to the Commission by Governor Averell Harriman.

Mr. Carter was editor of the magazine, "Opportunity," publication of the National Urban League, from 1928-1942. Before that he had been Executive Secretary of several Urban League branches. He is presently a member of the New York Advisory Committee on Civil Rights and is Chairman of the Subcommittee on Housing.

CHAIN STORE AND MERIT EMPLOYMENT

A complaint of job discrimination against a national chain-grocery store in Hudson, N. Y., illustrates the gains that can be made in merit employment when management cooperates and the community participates in the endeavor.

The complaint was made by a woman who alleged that because of her color she was denied employment as a meat wrapper. The investigating Commissioner, J. Edward Conway, found "probable cause" and asked the company to take the following steps to eliminate the discrimination:

1) Direct the attention of each of its store managers in the Albany region to the non-discriminatory policy of the respondent and advise each manager that he will be subject to discipline for any violation of that policy.

2) Advise each manager to add the State Employment Service to the present sources of recruitment.

3) Inform interracial groups in the area

(Continued on Page 3)

NEW SCAD COMMISSIONER

Bernard Katzen, New York attorney, has been appointed by Governor Rockefeller as a SCAD Commissioner to fill the vacancy caused by the resignation of Charles Abrams.

Mr. Katzen has had extensive experience in official positions with the State of New York, having served as counsel to the State Department of Agriculture and Markets, Assistant District Attorney in New York City and General Attorney to the New York State Insurance Fund.

STATE OF NEW YORK
Nelson A. Rockefeller, *Governor*
Executive Department

NEW YORK STATE COMMISSION AGAINST DISCRIMINATION

Elmer A. Carter, *Chairman*
J. Edward Conway — Bernard Katzen
John A. Davis — Mary Louise Nice

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Students at Bushwick High School in Brooklyn listen to radio recordings based on Commission cases. In schools throughout the state, Commission films, recordings, literature and displays are used for special study and student-initiated projects.

BREAKTHROUGH IN HOUSING DEVELOPMENT

A recent SCAD case involving a complaint of housing discrimination based on color was settled when the builder complied with his original agreement and sold homes to two Negro engineers.

In July, 1957, a Poughkeepsie couple filed a complaint charging a local builder with unlawful discriminatory practices because of color in connection with their efforts to purchase a one family dwelling in a new VA housing development.

SCAD Commissioner J. Edward Conway, upheld their allegations and endeavored, through "conference, conciliation and persuation," to induce the builder to honor his contractual obligations. The builder agreed to construct the home. When he kept delaying construction, the Commissioner ordered the case for public hearing. Shortly after the notice, the builder began construction of the complainant's home and also of a home sought by another Negro family.

Some months later the houses were completed, titles were closed and the two Negro families moved in.

FOREIGN STUDENTS VISIT SCAD OFFICE

SCAD recently played host to 28 college students from foreign countries who visited the New York City office to learn about the agency's program. The group, under the sponsorship of the American Association for Foreign Students, consisted of representatives from England, Brazil, Japan, Morocco, Indonesia, Korea and Tunisia. They were addressed by Charles Abrams, SCAD Chair-

RELIGIOUS LEADERSHIP CONFERENCE ISSUES REPORT

"Discrimination — What Can Churches Do?", a report on the Religious Leadership Conference held in April 1958, sponsored jointly by the State Council of Churches and SCAD, lists 99 suggestions for combating discrimination based on race, creed, color or national origin and extending equality of opportunity in employment, housing and public accommodations.

Space limitations permit the listing of only a few of the recommendations prepared by the church leaders.

1) *For the New York State Council of Churches*
   a) Undertake three intensive pilot programs to combat unfair discrimination, such programs to be primarily "action" rather than "study" projects.
   b) Hold a series of area conferences on discriminatory practices and equality of opportunity, to plan further actions suitable for local areas.
   c) Concentrate on equality of opportunity legislation, particularly in the area of housing.
2) *For Local Councils of Churches*
   a) Know the Law Against Discrimination. Make sure your members know it.
   b) Find out what areas of employment, housing and public accommodations are out-of-bounds to certain minority groups. Ask minority group members what experiences they have had locally. Talk with area leaders in business, industry, education, government. Ring doorbells in house-to-house surveys.

(Continued on Page 3)

PUERTO RICANS SHOW JOB GAINS

American citizens of Puerto Rican descent, despite language barriers and the handicap of being relative newcomers to New York City, have found extensive employment opportunities in the city's hotel and skirt industries, it was revealed in recent reports isued by SCAD.

The hotel report showed that 4431 Puerto Ricans were employed by 33 hotels in the city — 21% of the hotels' working force. Although Puerto Ricans were found with greatest frequency in jobs related to food preparation, they were also represented in other departments and a few held supervisory positions.

The second report indicated that there are, today, about 4,000 Americans of Puerto Rican origin in New York City's skirt shops. Because they are the most recent entrants into the trade and hence the least skilled, they were concentrated in the "cheaper" end of the industry's production but a fair number had come into the medium-priced and high-priced line shops.

The great post-war expansion of the separate skirt industry was the major reason for their entrance into a field which offered them "not only jobs but jobs with decent earnings as compared to other semi-skilled employment available to Puerto Ricans in New York City."

SCAD RULING AGAINST "SLENDERIZING" FIRM

A complaint against the Silhouette Figure-Form International and its affiliate, American Health Studios, scheduled for a public hearing, was settled at the last moment when the firm agreed to comply with SCAD's conciliation terms. Commissioner Mary Louise Nice, who conducted the investigation, pointed out that the order held for all Silhouette branches throughout the state.

The investigation proceeded from a complaint brought by seven women alleging discrimination because of their color. One claimed she was refused the services of the establishment and six alleged they were asked to pay a higher fee than the advertised rates.

The company agreed to the following terms, among others:

1) Instruct all of its employees in the state that the company is subject to the Law Against Discrimination, indicating that employees must comply or be disciplined.
2) Display the Commission's poster prominently in the waiting rooms of the salons throughout the state.
3) Write to the complainant, apologizing, and offering her the beauty course she desired at the lowest fee advertised between the time she filed the complaint and the date of the order.
4) Make available to the Commission, books, records and information necessary for a review of the practices and policies of the company for a period of time not beyond 18 months from the date of the stipulation.

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SCAD STUDIES BIAS AGAINST NEGRO MUSICIANS

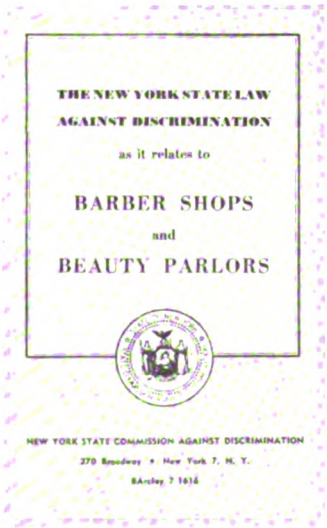
SCAD is undertaking a study of discrimination against Negro musicians in the entertainment industry. The survey, directed by Commissioner Elmer A. Carter, includes the fields of classical and operatic music. The main purpose will be to determine if discrimination exists in certain areas of the industry and, if so, to attempt to eliminate such practices through conciliation and the cooperation of industry and labor. The Urban League of Greater New York, in public statements, has leveled charges that such discrimination is practiced extensively throughout the industry.

COMMISSIONER DAVIS OFFICIAL OBSERVER AT GHANA CONFERENCE

SCAD Commissioner John A. Davis, in December, attended the "All-African Peoples' Congress" at Accra, Ghana, as an observer at the special invitation of Prime Minister Kwame Nkrumah, head of the new African state. The Prime Minister is a former student of Professor Davis at Lincoln University in Pennsylvania, as were such other representatives to the Congress as the chief economist for the Bank of Ghana and the secretary to one of the Ghana Cabinet Ministers.

The conference convened delegates from the major labor and political organizations of Africa to discuss ways of achieving independence for all the African states.

Commissioner Davis recently was appointed a member of the Executive Committee of the American Political Science Association. The Committee directs the organization and includes the country's top political scientists.


THE NEW YORK STATE LAW AGAINST DISCRIMINATION

as it relates to

BARBER SHOPS

and

BEAUTY PARLORS

NEW YORK STATE COMMISSION AGAINST DISCRIMINATION

270 Broadway • New York 7, N. Y.

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As part of its educational program, SCAD publishes material addressed to both the general public and to special groups. The above pamphlet was mailed to 8,000 barber shop owners and approximately 15,000 owners of beauty shops in the metropolitan New York region, pointing out their obligations under the public accommodations provision of the Law. The State Division of Licences cooperated in the project.

SCAD held "Open House" in its new offices, 21st-22nd floors, 270 Broadway, on December 8th. Chairman Elmer Carter (at left) and former Chairman Charles Abrams (standing) addressed the group.

Chain Store (Cont.)

(Continued from Page 1)

of the company's willingness to consider applicants referred by such groups without regard to race, color, creed, age or national origin.

4) Warn store managers against the assignment of Negro employees solely to janitorial duties where such assignment is based upon the employee's color.

5) Write to all school guidance counsellors in the area informing them of the company's desire to employ on the basis of qualifications alone.

6) Require each of its store managers to keep a permanent record of the applicants for employment and, where applicants have been rejected, the reason for rejection.

7) Modify its application blank to conform with the rules established by the Commission.

8) Cooperate with the Commission in determining the extent to which the terms of the agreement have been fulfilled.

A review of the case some months after its closing revealed that 36 Negroes had been hired in various "customer-contact" positions (sales-clerk, meat-wrapper, cashier) for the first time in 11 retail stores of the company.

Commissioner Conway attributed these gains to 1) the positive attitude of the officials of the company and their willingness to improve the situation when it was brought to their attention, 2) the cooperation of the various community organizations and civic leaders in assisting in the recruitment of new employees.

Religious Leadership (Cont.)

(Continued from Page 2)

c) Turn the same searchlight of self-study onto the church. Is each local church serving its total community neighborhood? Is the Council itself representative of the church community?

3) *For Denominations*

a) Encourage the formation of strong and functioning social-action arms in each church.

b) Recruit and assign clergy on an interracial basis.

c) Invest denominational funds in unsegregated housing and other enterprises that strike a blow at discriminatory practices.

d) Urge churches to work with local councils of churches, representatives of SCAD, NAACP chapters, Urban Leagues, and other institutions and agencies concerned with discriminatory practices.

4) *For Local Churches*

a) Go on record, through your official board or conference, as welcoming any qualified person as pastor of your church, irrespective of race or national origin.

b) Support fair employers by bringing business to them. Do not patronize places that have discriminatory practices.

c) Undertake a home-finding project for a minority group family. Work with realtors, neighbors, landlords, builders and lenders. Prepare the neighborhood in advance. Take a strong stand and don't give in.

d) Help talented members of minority groups find proper jobs. Encourage vocational guidance programs.

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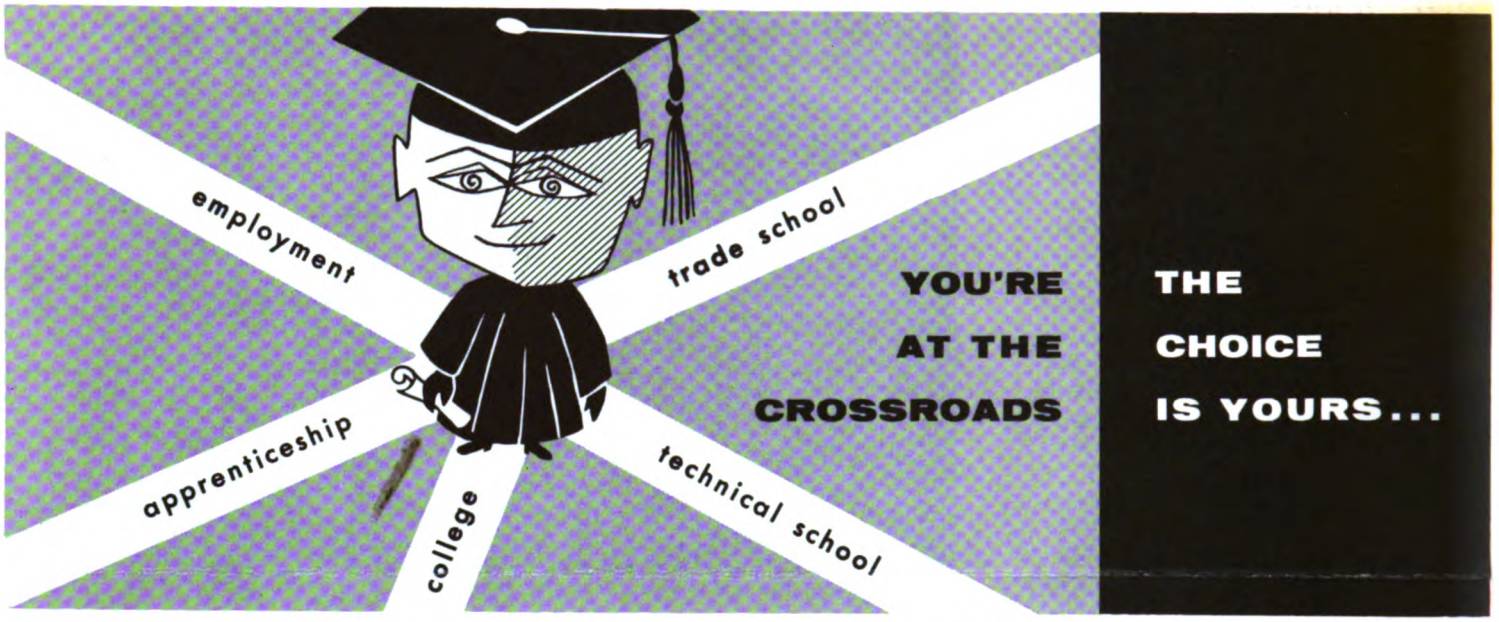

The above publication will be mailed to approximately 100,000 June 1959 high school graduates in answer to requests received from virtually all of the high schools in the state. The leaflet points up the post-graduate opportunities available to qualified persons and the importance of training in accordance with one's highest potential without regard to race, religion or national origin. This marks the third year that the message has been distributed to graduates. Many schools, in addition to distributing the pamphlet, use it in their social studies classes and in vocational guidance programs.

STATE LEADS NATION IN PLACING OLDER PERSONS IN JOBS

New York has moved ahead of all other states in obtaining work for older persons through its State Employment Service, a SCAD survey revealed. Over one fifth of all the older persons in the country who received employment through public placement agencies last year were placed by the New York State Employment Service. New York City, the report continued, led the rest of the State in the employment of older workers.

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HENRY TURNER, FIRST SCAD CHAIRMAN

Henry Turner, SCAD Chairman from 1945-7, died on January 20th at his home in Brooklyn. As Chairman of the first state agency against discrimination, and its chief organizer, he set a course which brought acclaim to the pioneer agency throughout the nation. Mr. Turner, a prominent civic leader for many years, was a former president of the New York City Board of Education.

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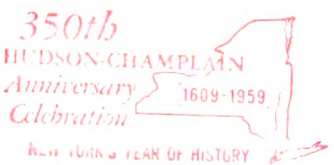

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NEW YORK STATE COMMISSION AGAINST DISCRIMINATION

Newsletter

A BULLETIN ON CIVIL RIGHTS IN EMPLOYMENT, PLACES OF PUBLIC ACCOMMODATION AND HOUSING

Vol. 2, No. 3 | 270 BROADWAY, NEW YORK CITY | JUNE, 1959

SCAD INVESTIGATES N.Y.S.E.S.

A six week investigation of the State Employment Service was launched by SCAD on March 17, 1959 the day that a series of charges alleging discrimination by the Employment Service appeared in the New York World Telegram and Sun.

Charges against the N.Y.S.E.S. were also made in a letter to Governor Nelson A. Rockefeller by Alfred Wurf, Assistant Regional Director, Council #50, American Federation of State, County and Municipal Employees, AFL-CIO, in which he alleged that a dot coding system used by an interviewer to identify Negro applicants for jobs had been "covered up."

SCAD's investigation was expanded following the receipt of a directive dated March 27, 1959 from Governor Rockefeller to Chairman Elmer A. Carter in which the Governor expressed concern that "our State Employment Service be conducted with absolute fairness, and in the spirit as well as in the letter of our Fair Employment Practices Legislation."

(Continued on Page 3)

SCAD CONCLUDES TWO CASES INVOLVING UNION

Commissioner J. Edward Conway recently concluded two cases involving the International Union of Bricklayers, Masons and Plasterers of America.

These cases—referred to SCAD by the National Urban League—illustrate the effective use of regulatory procedures in eliminating and preventing discrimination not only in the

(Continued on Page 3)

STATE OF NEW YORK

Nelson A. Rockefeller, *Governor*

Executive Department

NEW YORK STATE COMMISSION AGAINST DISCRIMINATION

Elmer A. Carter, *Chairman*

J. Edward Conway — Bernard Katzen

John A. Davis — Mary Louise Nice

FHA BANS RACIAL DESIGNATION IN "ADS"

The Federal Housing Administration's office in Washington, D. C. has recently confirmed that agency's determination to eliminate racial bias in advertising bids on FHA acquired properties.

In the past, racial designations such as "available to Negroes" had appeared in FHA ads placed in certain newspapers. The matter was looked into by SCAD's Housing Director and General Counsel. Discussions followed which culminated in the following letter to SCAD from the FHA.

"This is a reply to your communication of January 16, 1959.

"We conferred this morning with Harold W. Prehn, Assistant Commissioner for Mortgages and Properties, relative to your thought that FHA should abandon immediately any policy of advertising properties, etc., which exhibits, implies or suggests racial bias. Your specific reference is to advertising for bids on Commissioner acquired properties using in such ad racial designation such as 'available to Negroes.'

(Continued on Page 3)

LAW VIOLATOR GETS FIVE-DAY JAIL SENTENCE

For the first time in the history of the Law Against Discrimination, the State Supreme Court has been asked to hold a respondent in contempt of an enforcement order. The judge ordered each respondent to pay a $100 fine for civil and $100 fine for criminal contempt. The individual respondents may be committed to jail for 5 days.

In this case (see June 1958 Newsletter) the respondents are the Ackley-Haynes Company, operators of the Mid-City Swimming Pool, and Henry C. Finn, Manager of the pool. They were charged with refusing to admit a Negro girl to the pool. The respondents failed to comply with an order issued by SCAD as the result of a public hearing held on April 21, 1958. Following SCAD's order, the Supreme Court entered an enforcement order, which was also ignored by the respondents, resulting in the penalties handed down. Finn, who received the jail sentence, was given ten days in which to purge himself of contempt.

Albany

A Commission Educational Exhibit — Annual Convention, United Church Women, State Council of Churches, April, 1959.

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SCAD representatives meet with President's Committee on government contracts, Washington, D. C., Feb., 1959. (2nd, left) Henry Spitz, General Counsel; (3rd, left) Commissioner J. Edward Conway.

CORNELL UNIVERSITY ADOPTS NON-DISCRIMINATION POLICY FOR OFF-CAMPUS HOUSING

A "Guide for Landlords" and "Advice to Students" has been issued by Cornell University—one of the few universities in the country to do so—which sets standards for occupancy in all off-campus housing, and includes a clause on non-discrimination.

These guides for both landlords and students were evolved as a result of consultations between SCAD's Housing Director and the Cornell University administration. The problem in off-campus housing had arisen originally because of discrimination directed toward foreign students at Cornell (there are now over 700) but the standards will affect all students faced with discrimination in housing in Ithaca because of race, religion or country of origin.

Ten basic standards are set forth in the guides covering such matters as: Compliance with the fire prevention code, building code, sanitary code and the safety ordinances of state, city, town or village; compliance with the New York State Multiple Residence Law; the state of repair, cleanliness and comfort of the building; proper supervision in terms of providing decent, comfortable accommodations for living and studying; and a general rule covering proper conduct of the students.

The clause of particular interest to SCAD included in the "Guide to Landlords" reads as follows: *"The University expects approved residences to take in students without discrimination. Residences which discriminate against students because of race, religion, color or land of origin will not be listed."*

In the brochure entitled "Advice to Students" the following significant statement on non-discrimination appears: *"Consider the rental policy as it affects students who differ in race, religion, color or land of origin. The University expects approved residences to take in students without discrimination."*

COMMISSIONER CONWAY ADDRESSES UPSTATE BUILDERS

In a recent speech before a group of builders in the Poughkeepsie area, SCAD Commissioner J. Edward Conway called for a pledge of acceptance by them of all qualified families desirous of owning or renting a home.

"Racial or religious factors should play no part in the acceptability of prospective home owners or tenants," Commissioner Conway said, basing his argument on moral grounds and upon the existence of the law barring discrimination in FHA- and VA-aided housing in New York State. The Albany representatives of both the Federal Housing Administration and Veterans Administration attended the meeting.

Commissioner Conway pointed out to the builders that it is their obligation under the law of display prominently in both sale and rental offices SCAD's poster which would indicate that they are abiding by the provisions of the law barring discrimination for reasons of race, creed, color or national origin. He offered SCAD's full cooperation in any educational programs desired by the builders to assist them in complying with the law.

STATE COUNCIL OF CHURCHES PLANS CONFERENCES ON DISCRIMINATION

A series of conferences entitled "Discrimination — What Can Churches Do?" sponsored by the New York State Council of Churches will be held in September and October, 1959 in eight cities of upstate New York.

The cities where the conferences are to take place and the dates of each follows:

Poughkeepsie—September 22
Schenectady—September 23
Ticonderoga—September 24
Watertown—September 25
Lockport—October 13
Jamestown—October 14
Elmira—October 15
Auburn—October 16

These conferences are one phase of a five-year program recommended in the "Handbook and Report" issued jointly by the State Council and SCAD following the Arden House Conference on Religious Leadership held in April, 1958.

In the "Action Recommendations" directed by the conferees to the State Council of Churches it was stated:

> The State Council Assembly also voted that the Commission on Christian Social Relations "have general supervision of the setting up of area conferences on discrimination, with the cooperation of the State Commission Against Discrimination, to be completed by the end of 1959."

The September meetings will be under the general direction of Reverend Theodore L. Conklin, Associate General Secretary, New York State Council of Churches and the Committee on Integration of the Social

(Continued on Page 3)

Conference in Buffalo Regional Office with Public School Counselors (l. to r.) Dr. Louis L. Gitin, Asst. Supt.; SCAD Commissioner Mary Louise Nice, Regional Director Victor Einach.

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BEAUTY SHOP OWNERS RECEIVE SPECIAL NOTICE ON DISCRIMINATION

Through the cooperation of the office of the Director, Division of Licenses, New York Department of State, a "Special Notice" prepared by SCAD, was recently mailed to 16,000 owners of beauty shops throughout the state. These notices were included in the envelope containing the examination notice for the license certificate of barber and cosmotologist applicants, as well as those who have passed the examination.

SPECIAL NOTICE

Under the New York State Law Against Discrimination, barber shops and beauty parlors, as places of public accommodation, may not deny their facilities to anyone because of race, creed, color or national origin.

The State Commission Against Discrimination, which administers the law, requires that you post a notice which informs your customers that you provide your services on a non-discriminatory basis.

SCAD INVESTIGATES

(Continued from Page 1)

In a series of conclusions and recommendations issued with the reports, Chairman Carter stated: "The basic charge against the State Employment Service is that a significant number of its placement interviewers and senior interviewers will discriminate in making referrals of job applicants on the basis of race if an employer asks the interviewer to do so or the interviewer thinks the employer wants him to do so. This, in essence, is the charge encompassed in the phrase 'gentlemen's agreements'. In my opinion, this charge is justified by the evidence produced in the investigation."

Referring to the charge involving the use of a "dot" coding system, Chairman Carter concluded: "There is undoubted justification for the protest of those who have objected to the manner in which the Employment Service handled the charge that discriminatory "dot" coding was used by an employment interviewer. The procedure followed was not so much 'cover-up' as a display of weakness and indifference to the implications of discriminatory employment practices in the operations of the Employment Service."

Chairman Carter recommended that the Employment Service move at once to restore the services of a liaison officer to work with SCAD, particularly in the area of processing discriminatory job orders to the Commission. Such an officer, the Chairman said, should also "see to it that the orientation and in-service training programs are brought up-to-date and thorough use is made of all available and current Commission materials."

Commenting also on the cooperation SCAD received from the office of the Industrial Commissioner throughout the investigation, Chairman Carter said, "On the basis of this cooperation we feel confident that the proper corrective measures will be taken expeditiously to eliminate existing conditions and to prevent their reoccurence."

SCAD Field Rep. J. K. Stearns at Group Work Session of NCCJ in Preparation for Career Guidance Clinic.

STATE COUNCIL OF CHURCHES

(Continued from Page 2)

Relations Committee. The October meetings will be under the direction of Reverend Stanley Skinner, Mr. J. A. G. Moore and the Church Planning and Adjustment Commission. A SCAD representative will serve as a resource person at each of the sessions.

SCAD CONCLUDES

(Continued from Page 1)

particular incident complained of, but also in a state-wide basis. Two complainants alleged that Local #44 of the International Union located in Poughkeepsie, New York, has refused to accept them into membership. Following negotiations between the investigating Commissioner and union officials in Poughkeepsie, as well as with Joseph Cerutti, Special Deputy of the International Union in Albany, one of the complainants was admitted into membership following an examination given by the union. The second complainant did not pass the examination.

As a consequence of SCAD's inquiry, a third Negro—not a complainant—who was a member of a Southern local, was permitted to transfer membership into Local #44 in Poughkeepsie where he had been working for the past five years. Also, while the case was pending, a Negro youth was admitted into the apprenticeship training program of the Albany local, International Union.

NEW YORK STATE CITIZENS' COUNCIL

holds its

FIFTEENTH ANNUAL INSTITUTE OF COMMUNITY LEADERSHIP

State University College for Teachers

Albany, N. Y. June 24-27, 1959

FHA BANS

(Continued from Page 1)

"We are happy to inform you that Assistant Commissioner Prehn agrees that such advertising is inimical to the best interest of all concerned, particularly the Federal Housing Administration, and he is requesting that such practice be abandoned forthwith."

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UNITED AIRLINES USES SCAD PUBLICATION IN TRAINING SESSIONS

A gratifying letter from the Manager of Personnel, Eastern Region, United Airlines, was received recently by SCAD's Director of Education who had sent the company a supply of the Commission's pamphlet "Management and Merit Employment." This booklet suggests fair employment standards such as: the explicit and forceful announcement by management of a merit employment policy; the communication of this policy to all supervisory personnel, to all sources of recruitment, to vocational counselors; the review of this policy from time to time to measure its effectiveness in terms of integrated employment.

Explaining the use made of this literature the Personnel Manager wrote: "The usual method of communicating information such as this is to get our supervisory group together and discuss the subject material, with the use of the printed matter to guide the discussions. Question and answer periods are utilized to explore the subject further and a follow-up session is scheduled to evaluate the results.

"The pamphlets you recently sent to us are being used in other locations on our System where Negro employees are being moved into classifications and departments unfamiliar to them."

RECOMMENDED READING

Publications

Flexible retirement: evolving policies and programs for industry and labor Mathiasen, Geneva, ed. 1957 Putnam New York 226pp. Appendixes, pp. 141-221 present plans adopted by some industrial firms.

The Human side of urban renewal Millspaugh, Martin and Gurney Breckenfeld Edited by Miles L. Colean 1958 Baltimore Fight-Blight, Inc. 233pp. "A study of the attitude changes produced by neighborhood rehabilitation".

Island in the city: the world of Spanish Harlem Wakefield, Dan 1959 Houghton 278pp.

The Older worker in industry: a study of the attitudes of industrial workers toward aging and retirement Crook, G. H. and Martin Heinstein 1958 Berkeley, Calif. Univ. of Calif. 143pp.

The Puerto Rican study 1953-1957: a report on the education and adjustment of Puerto Rican pupils in the public schools of the city of New York J. Cayce Morrison, Director New York City Board of Education Brooklyn 1958 265pp.

The Older population of the United States Sheldon, H. D. 1958 Wiley 223pp.

"The characteristics and contributions of the nation's older people".

We open the gates — labor's fight for equality. Fleischman, Harry and James Rorty 1959 New York National labor service 64pp.

Racial factors and urban law enforcement Kephart, W. M. 1957 Univ. of Pa. 209pp.

SCAD WELCOMES VISITORS FROM INDIA AND WEST AFRICA

April 1959 brought two interesting delegations of foreign visitors to SCAD's New York City office. Chairman Elmer A. Carter welcomed the groups, explained the work of the Commission and answered many questions.

The first delegation consisted of West African youth leaders in the United States for a two month visit as guests of the Young Adult Council, National Social Welfare Assembly—the United States Affiliate of the World Assembly of Youth. The delegation included representatives from Dahomey, Mauritania, Niger, Soudan, Senegal, and Upper Volta.

The second group of youth leaders, from India, was also visiting in the United States as guests of the Young Adult Council. The delegation represented the affiliate in India of the World Assembly of Youth, a coordinating council for the major youth organizations of India.

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Newsletter

A BULLETIN ON CIVIL RIGHTS IN EMPLOYMENT, PLACES OF PUBLIC ACCOMMODATION AND HOUSING

Vol. 2, No. 4 | 270 BROADWAY, NEW YORK CITY | October, 1959

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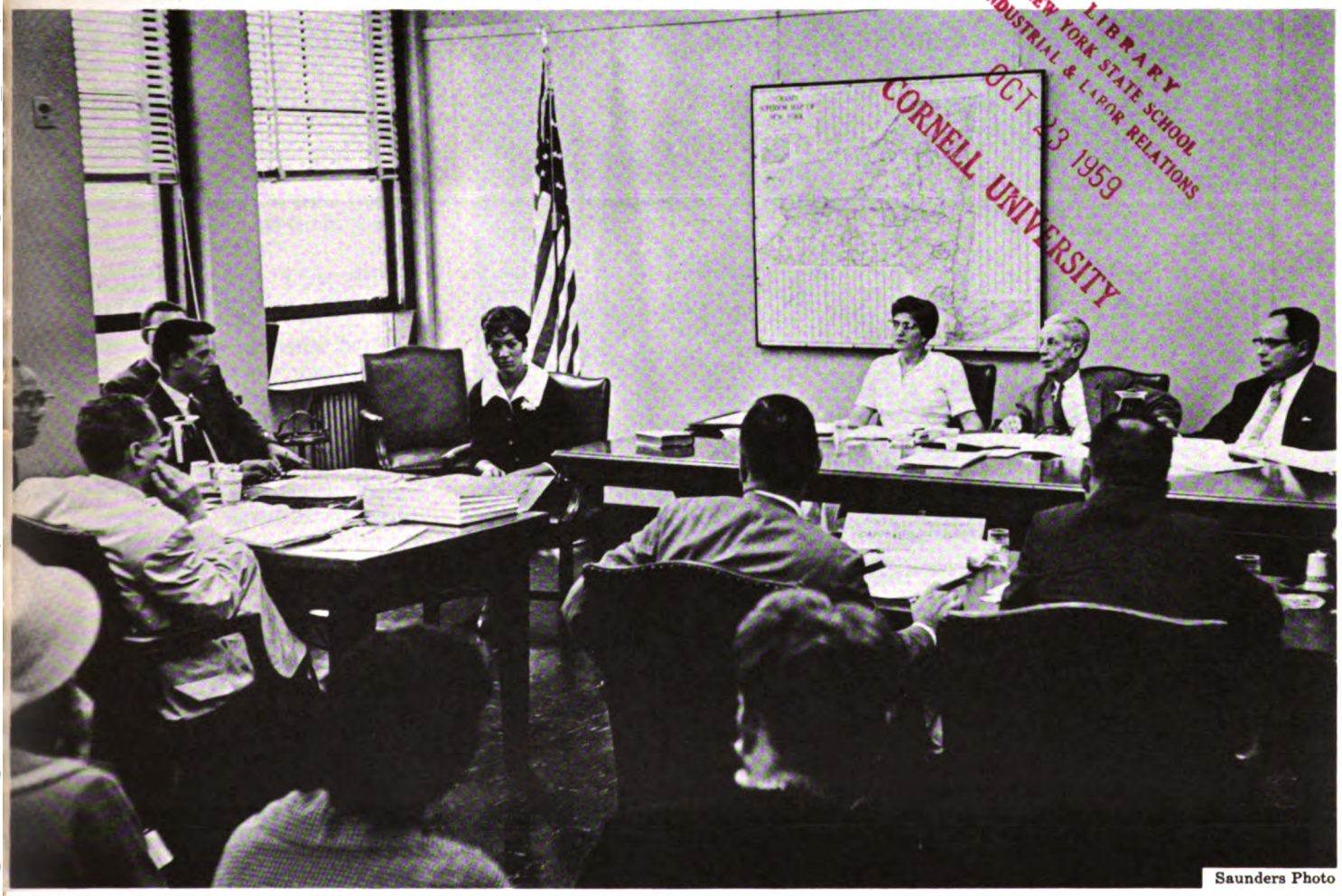

Saunders Photo

PUBLIC HEARING on a charge of racial bias in hiring receives testimony of Patricia Banks against Capital Airlines before Commissioners at table (l. to r.) Mary Louise Nice, J. Edward Conway and John A. Davis; SCAD General Counsel Henry Spitz and Associate S. Heifetz at left, with Capital counsel at their right. The airline denied the charge.

Miss Banks testified that she had paid for training at the Grace Downes Air Career School, 1055 Fifth Ave., which trains hostesses for Capital and other airlines, but that she had been rejected by the company "because of my color".

At conclusion of testimony, July 15, counsel for Capital asked 40-days to file summation briefs and replies which was granted. These will be taken into consideration prior to the Hearing Commissioners rendering a decision.

ILA-CLERKS UNION BOWS TO ORDER TO END BIAS

A break-through in the pattern of racial discrimination on the New York waterfront was achieved this summer in the successful conclusion of a complaint brought against the previously all-white Checkers and Clerks Union, Local No. 1, ILA-Ind., one of the port's larger unions.

In compliance with a Commission proposal, accepted by the waterfront union on the day for which a public hearing had been scheduled, the first two Negroes in the union's history were admitted to union membership, and union officials agreed to submit the application of a third complainant to its executive board for consideration "without regard to race, creed, color or national origin."

Chairman Elmer A. Carter, who was the investigating Commissioner, termed the change in policy of the union "one gratifyingly successful" phase in SCAD's prolonged fight against illegal discrimination on the waterfront.

Under the conciliation agreement, the union promised to end racial hiring and to submit their membership records quarterly for a year for checking by SCAD.

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ENCAMPMENT FOR CITIZENSHIP, "A Workshop in Democracy", members question Commission's General Counsel Henry Spitz on the purpose and administration of the Law Against Discrimination. Twenty-four youths of 8 states made up group. Jack Stearns of N. Y. at left.

YOUTH INCENTIVE conference hears Dr. Eugene Reed; at his left, Dr. Alonzo Yerby, John Kelly, Mayor of host city Hudson. Peter Libassi, Albany Office, took part.

GUIDANCE SUPERVISORS STUDY AID TO CAREERS OF MINORITIES YOUTHS

A state-wide conference of guidance supervisors from 30 school systems from various parts of the state was held on August 26 at Colgate University under the auspices of the Guidance Bureau of the State Department of Education.

Mrs. Garda Bowman, SCAD's assistant director of education, represented the Commission during a session on "Equality of Opportunity". She urged that guidance counselors should encourage students to plan their educational and job goals on the basis of interest and aptitudes without regard for race, creed, color or national origin.

The participants were also informed of specific aids that are available, such as posters, other SCAD materials and publications, films, etc.

"DO-NUT HOLE" DROUGHT ENDED BY CONCILIATION

Water, water, everywhere — But not a drop to drink was available for years for a South Huntington "dough-nut" hole 10-acre plot, so-called because residents were denied water which was piped to all surrounding districts. A complaint was filed with SCAD by a "hole-dweller", a Negro, charging the village had "refused and avoided supplying water service because of my color", a denial of public accommodations.

Through the good offices of SCAD Commissioner John A. Davis, the "holers" now tap a water main that had always run 20-feet from the complainant's front door. No legal determinations were made.

H. S. TEACHERS attending a Summer Workshop on Human Relations of City College under auspices of N.C.C.J. take notes at S.C.A.D. symposium.

Adams Photo

SCADOGRAMS to Illustrate Scope of SCAD

Series of 8 Cartoons Available in Mat Form for All Types of Publications — Tells SCAD's Work in Employment, Housing, Public Places and Guidance

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CLERGY PLANNING Committee completes arrangements for Oct. 22 "Convocation Against Discrimination" at White Plains.

STATEWIDE CONFERENCES ON RACIAL "ATTITUDES"

The first series of regional conferences addressed to the theme "Discrimination — What Can Churches Do?" will be rounded out by an afternoon and evening convocation of Westchester County churches October 22nd at St. Bartholomew's Episcopal Church, Sterling and Prospect Sts., White Plains, the Rev. C. Ronald Garmeny, rector.

Organized by the Planning Committee pictured above in cooperation with the White Plains office of SCAD, the convocation will open at 2:30 p.m., with addresses at 2:45 p.m. and group discussions at 4 p.m. Dinner will be served at 6:30 p.m. The meeting will close with group reports and a final address at 7:15 p.m.

Sept. 23—Trinity Methodist Church, 811 Brandywine Ave., Schenectady.
Sept. 24—First Methodist Church, 158 Montcalm St., Ticonderoga.
Sept. 25—First Presbyterian Church, 403 Washington St., Watertown.
Oct. 13—First English Lutheran Church, 185 Locust St., Lockport.
Oct. 14—First Methodist Church, Lakeview Ave., at Buffalo St., Jamestown.
Oct. 15—Evangelical and Reformed Church, 160 Madison Ave., Elmira.
Oct. 16—St. Peter's Episcopal Church, 173 Genesee St., Auburn.

"A Clear Conscience on Color", a pamphlet which gives specific suggestions as to the role of religious leadership in preventing and eliminating discrimination was prepared by the State Council of Churches and SCAD's Division of Education for use in the convocations. Copies are available for mass distribution through either the Commission or the State Council of Churches, 600 W. Genesee St., Syracuse, N. Y.

SYRACUSE and Onondaga County Council honors Chairman Elmer A. Carter. (l. to r.) At head table, Rev. Bruce Roberts, Sen. George Metcalfe, the Chairman, Stuart F. Hancock, Commissioner Mary Louise Nice, Mayor Henniger, J. B. Sullivan.

TWA Hires Negro Hostess

Chairman Elmer A. Carter announced this summer that in compliance with a past agreement with the Commission, TWA had hired its first Negro hostess.

CHAIRMAN Carter on Citizens Union N. Y. C.'s NBC-TV "Searchlight" with Ben Grauer.

CHAIRMAN HEADS RESORT AREA EDUCATION PROGRAM

Chairman Elmer A. Carter spearheaded a Commission summer educational program with motel owners and representatives of Chambers of Commerce and Resort Associations in the Central Adirondack and St. Lawrence Valley areas.

Covering over 1,500 miles, the chairman received assurances of cooperation from leaders of the resort industry in Lake Placid, Saranac Lake, Old Forge, the Thousand Islands, Watertown, Clayton and Alexandria Bay.

In commenting on this program, an editorial in the June 17th *"Adirondack Enterprise"* noted that "Resort owners are expected under the law to set whatever . . . requirements for admittance they desire, but to apply those standards to all, regardless of race, creed or color."

EXHIBIT at N. Y. State Citizens Council 14th Annual Institute, Albany State Teachers College, is viewed by conference participants.

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Studies on Suburbia, Age, Etc., Head List Of SCAD Publications

Five studies have been released by the Research Department since the last NEWSLETTER. Among them are:

"Non-Whites in N. Y.'s Suburban Counties", "Age Job Specifications Received by the New York State Employment Service", "Complaints Received Alleging Discrimination in Employment Because of Age, July 1, 1958 - June 30, 1959", "Complaints and Informal Investigations, January - June, 1959".

Publications in process of re-printing include: "Equal Rights" (English Edition), the Regulatory Poster, "Rulings Interpretive of the 'Age' Provisions of SCAD", "The Law Against Discrimination", "Rules Governing Practice and Procedure before SCAD", "Your Complaint Was Important", "Law Against Discrimination as it Relates to Barbershops and Beauty Parlors", and "Legislation on Discrimination on Housing".

STATE OF NEW YORK

Nelson A. Rockefeller, Governor

Executive Department

NEW YORK STATE COMMISSION AGAINST DISCRIMINATION

Elmer A. Carter, *Chairman*

J. Edward Conway **Bernard Katzen**

John A. Davis **Mary Louise Nice**

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PAKISTANI government officials visit SCAD's New York headquarters to learn about the operation of the Law Against Discrimination. During a discussion period, the visitors questioned how such legislation worked to prevent racial, religious and nationality discrimination.

Recent Additions and Changes in SCAD Staff

Summer saw many changes in SCAD staff. Charles Livermore, former executive secretary, resigned to accept a post as executive secretary of the Chicago Commission on Youth Welfare.

Dr. Aaron Antonovsky, Director of Research, is on leave of absence to accept a Fulbright Teaching Fellowship at the University of Tehran, Iran for the academic year, 1959-60.

Nat H. Hentel was appointed to the chairmanship of the Queens County Council. Carroll Fearon accepted the chairmanship of the Westchester County Council. Morris Berman accepted chairmanship of the Syracuse-Onondaga County Council.

Garda Bowman returned to the staff of the Education Division after a prolonged illness; Alger L. Adams, Sophie Divers and Dr. Carmen Marrero were added to the staff of that division. Lloyd A. Trent joined the Regulatory Division, and Leonard Brunner the legal staff.

Voluntary Housing Compliance

A Negro family has moved into Rochelle Arms, New Rochelle. In 1957, the owners of this FHA apartment house were ordered by the Commission to admit a Negro tenant. The State Supreme Court backed SCAD's order. Before it could be carried out, the complainant had found another apartment.

Rental to the present family was voluntary, with no evidences of tenant hostility.

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NEW YORK STATE COMMISSION AGAINST DISCRIMINATION

Newsletter

A BULLETIN ON CIVIL RIGHTS IN EMPLOYMENT, PLACES OF PUBLIC ACCOMMODATION AND HOUSING

Vol. 2, No. 5 | 270 BROADWAY, NEW YORK CITY | December, 1959

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NEW ROCHELLE ADVANCES IN "MERIT HOUSING" IN ACCEPTING ALL TENANTS

Following a series of conferences between Commissioner Bernard Katzen, and the owners of Harbour House Apartments, New Rochelle, a family which had charged discrimination was given a lease and moved into an apartment the first week in November, becoming the first Negro family to occupy an apartment in the Harbour House development.

Since the inclusion of publicly-assisted housing under SCAD's jurisdiction in 1956 under the Metcalf-Baker Law, the question of housing discrimination in New Rochelle in several major apartment projects has been the subject of complaints and educational conferences.

With the leasing of an apartment to a Negro family in the Harbour House development, all publicly-assisted housing projects in New Rochelle now include non-whites among their tenants. The other projects are, Rochelle Arms, Drake House and Drake Manor.

1959 SCAD Complaints to Reach All-Time High According to Report of the First Nine-Months

As 1959 draws to a close, it is estimated by Commissioner Elmer A. Carter, Chairman of SCAD, that complaints received by the agency will hit an all-time high. Citing the 753 complaints received during the first three quarters of 1959, the Chairman noted that these requests for SCAD's aid represent an increase of 9.4% over the 688 charges filed during the same months in 1958.

Commissioner Carter said that he anticipated that the annual complaint total for 1959 would pass 1,000 — the largest in SCAD's history.

The increase is attributed by Commissioner Carter to a "rising confidence on the part of the people of the state in SCAD's ability to protect their rights and its success in eliminating discrimination in the areas under its jurisdiction."

The Chairman particularly noted that since the law's jurisdiction was expanded to protect older workers, July 1, 1958, dramatic changes have occurred in the attitude of employers. The State Employment Service reports that placements of workers over 45 have risen from 21% in 1953 to 30% in 1959 for a comparable six-month period. Age qualifications in advertising have virtually disappeared, he said.

Since SCAD's inception in 1945, 6,416 complaints were recorded to September 30, 1959. A break-down for the first nine-months of 1959 showed 535 based on discrimination in employment for reasons of race, creed, color or national origin, 103 because of age, while 72 charged discrimination in places of public accommodation, and 43 alleged discrimination in publicly-assisted housing.

Complaints closed numbered 930 during this period of 1959 as opposed to 367 in the first nine months of 1958.

EDUCATORS CONFER ON LACK OF NON-WHITE TEACHER CANDIDATES

The startling lack of non-white teacher-candidates coming out of New York City colleges and universities has set off a series of discussions between SCAD Commissioner John A. Davis and representatives of the city's school systems.

At an October 14th conference, attended by SCAD officials, officials and directors of Teachers Education of the College of the City of New York, Brooklyn College and Hunter College, and the associate superintendents of the city's public schools, there was agreement to tackle the implications of there being no more than an estimated 20-24 non-white teacher-candidates among the city's graduates yearly.

This program developed out of an informal investigation by Commissioner Davis of a school district where, although no overt discrimination was found, there was agreement to remove the aspect of discrimination: the complete absence of non-white teachers. However, the school officials reported that the New York City colleges were unable to furnish them with non-white applicants for teacher openings.

Holiday Greetings!

Holiday greetings to all readers of the New York State Commission Against Discrimination's NEWSLETTER, and to people of good will of all groups in every part of our Empire State. And sincere wishes for a Happy New Year.

ELMER A. CARTER, *Chairman*

J. EDWARD CONWAY — BERNARD KATZEN

JOHN A. DAVIS — MARY LOUISE NICE

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FALL COUNCIL PROGRAMS AIM AT EMPLOYERS AND COMMUNITY LEADERSHIP

The fall program of the Community Councils in the Metropolitan New York Region is featuring a series of Educational conferences with:

1. Employers and leaders in industrial and business associations.
2. Leaders of minority groups which may have cause to use the services of the Commission.
3. Community educators, civic and religious leaders who influence the attitudes and behavior of their respective localities.

In these meetings, the leaders are asked to organize their own forces and programs toward the realization of equality of opportunity for all under the Law.

As results of the first meetings, the following programs have been set in motion:

The Westchester County Council, in a pilot project, met with school superintendents with the result that the Chief School Officers Association of that area has published *"Some Standards in Employee Selection,"* reported on the opposite page of this NEWSLETTER.

Also this Council met with a few Protestan leaders. Through their interest, a county-wide conference on *"Discrimination — What Can Churches Do?"*, sponsored by the State Council of Churches was held, the discussions being based on the recommendations of a state-wide conference of religious leaders held at Arden House, Harriman, in April 1958.

A similar meeting of the New York City Protestant leaders with the Manhattan Council helped to crystalize plans for similar religious conferences, one in each of the boroughs of New York City to be sponsored and conducted by the Protestant Council of the City of New York.

STATE OF NEW YORK

Nelson A. Rockefeller, Governor

Executive Department

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Distribution of SCADOGRAMS Begins; Over 200 Special Publications Receive First Mat of Series

In Manhattan, Bronx and Brooklyn, the Councils have met with American citizens of Puerto Rican descent to explore ways in which information about SCAD best can be given to the Puerto Rican population.

The results already achieved are:

1. The Council of Puerto Rican and Spanish Organizations, consisting of 150 leading organizations in the Spanish-speaking community, devoted its regular meeting on December 11th to how these organizations can help achieve the purposes of the Law.
2. SCAD's list of leaders in the Puerto Rican community has been expanded.
3. More community groups have ordered and used SCAD's bi-lingual literature, speakers and consultant services.
4. The East Harlem Project is discussing staff training conferences about SCAD for educators, social workers, religious leaders and police officers in that area.
5. The Spanish Grocers Association with a membership of 2,000 has asked for a supply of literature to distribute in the neighborhoods of their respective stores.

The Bronx Council met with several of the biggest employers in their borough. As a result of this conference an association of Bronx businessmen has planned a borough-wide meeting.

The Queens Council is arranging a similar meeting for early December, also geared to a consideration of the standards for hiring as set forth in the SCAD publication, *"Management and Merit Employment."* Application of these standards to the Queens scene will be discussed.

The Richmond County Council's plan is to use the *"Management and Merit Employment"* pamphlet for a borough-wide mailing to employers, to be followed-up by personal calls by Council members.

SCAD-O-GRAMS, an educational series of eight cartoon strips, which explain in words and illustrations the Law Against Discrimination and the aims, procedures and areas of jurisdiction of the State Commission Against Discrimination, have been distributed for publication to some 200 periodicals representing a wide cross-section of racial, religious, labor and national groups throughout the State.

The SCAD-O-GRAMS, which are available to any publication wishing to use them, have been prepared in mat form. In two, five or six inch width sizes.

In releasing SCAD-O-GRAMS, Commission Chairman Elmer A. Carter said that, "the vast changes that have taken place in the inter-group patterns of life in New York over the past 15 years, attest at least in part to the effectiveness of the work of the educational as well as the regulatory programs of the Commission."

Subjects covered in the SCAD-O-GRAM series are: "The Right to Equal Job Opportunity," "Public Places and the Law," "A Good Neighbor Policy," "Employment and the Older Worker," "Jobs and Housing: Seeing the Whole Picture," "Know Your Guidance Counsellor," "SCAD's Complaint Process," and "Towards a More Perfect Union."

For further information about SCAD-O-GRAMS, write the State Commission Against Discrimination, 270 Broadway, New York City.

RACE NO LONGER BARRIER IN SALES PROMOTION JOB WITH CIGARETTE FIRM

The American Tobacco Company announced recently that they have added Negro personnel on their college sales promotion programs in ten of the leading colleges and universities in the New York metropolitan area.

The announcement was made in a letter to Commissioner John A. Davis, investigating-commissioner of a complaint filed against the firm. The company had sought to have "color" established as a *bona fide* occupational qualification for the company's promotion men, on the basis that Negroes were unsuccessful in all-white territories.

SCAD came into the case when an applicant complained that he had been refused a job because the company "had no more Negro territory."

Commissioner Davis rejected this concept of segregated employment, and after a series of conferences, there was an agreement to expand the area of operation of Negro promotion men outside all-Negro areas.

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JOAN Woodward and Paul Newman record SCAD broadcast; WOR director, J. B. Sullivan, SCAD dir. ed., check the script.

SCAD DOES BROADCAST FOR HUDSON-CHAMPLAIN HISTORICAL OBSERVANCE

Joanne Woodward, an Academy Award Winner for her performance in "Three Faces of Eve," and her stage and screen star husband, Paul Newman, have narrated a radio story, "Equality For All," which highlights the working of the State Commission Against Discrimination.

The program which is being broadcast over stations throughout New York State traces the early history of New York, its people and their struggles to build a great community . . . people with names like Jones, Smith, O'Brien and Woznowski . . . Van Denburgh and Fineburg and Higgins, also people like Henry Hudson, Giovanni da Verrazano and Samuel Champlain . . . people from England, France, Poland, Italy, Ireland, Germany and others . . . so that today New York's population is a blend of many nationalities . . . of people who fled economic adversity, religious, social and political persecution . . . people who came here in search of freedom.

Throughout the years there have been laws to protect this freedom, and in 1945, New York State enacted a law prohibiting discrimination based on race, creed, color or national origin. SCAD administers that law . . . the aim of which is to bring Equality to All.

Cornell's Anti-Bias Housing Code Sparks Statewide Study

As a result of Cornell University's concern with discriminatory practices in off-campus student housing, the State Department of Education and the Association of Colleges and Universities have joined with SCAD in making a study of off-campus housing practices in the 173 institutions of higher learning in the State.

Answers to a questionnaire which has been sent are being analyzed to determine the degree of racial discrimination that exists and to serve as a guide in the search for remedies.

Edward Rutledge, director of the Division of Housing of SCAD, worked with Cornell in evolving a set of standards on the basis of which off-campus housing accommodations in Ithaca will be approved or disapproved by the University. Included in the standards was the provision that there be no discrimination on the basis of race, color, creed and national origin.

TEXT of school superintendents statement.

SCHOOL CHIEFS PUBLISH STANDARDS FOR HIRING PERSONNEL IN SCHOOLS

With the publication last month of *"Some Standards in Employee Selection: Professional and Non-Professional,"* the Westchester County Council of Chief School Officers Association set forth explicitly those standards the carrying out of which will insure merit employment throughout the schools of Westchester.

The following statement was issued to the press by the Association upon release of the pamphlet:

"Attached is a copy of a POLICY IN EMPLOYMENT adopted by the Westchester County Council of Chief School Officers and released at its regular monthly meeting held November 19, 1959.

"This is a result of the work of its Committee on Standards for Employment which served in June, 1959, and consisted of Dr. Archibald Shaw, former Superintendent of Schools in Scarsdale, as chairman; Dr. Stanley Wynstra, Superintendent of Schools in Yonkers; and Mr. William Moyle, District Principal of Edgemont Schools in Scarsdale. It worked closely with the New York State Commission Against Discrimination."

Mrs. Paul Hoeber, Mamaroneck, heads the Education Committee of the Westchester Council of SCAD which cooperated with the School Officers.

Mr. Carroll Fearon, chairman of the Council, in commenting on the statement expressed appreciation to the school people for their cooperative action. He voiced the hope that the standards, widely publicized, would encourage qualified members of all groups to apply for teaching positions.

Policy in Employment

Adopted by the Westchester County Council of Chief School Officers Association

As CHIEF SCHOOL OFFICERS sworn to uphold the constitution and laws of the State of New York and as citizens devoted to the welfare of all of our fellow-citizens, we recognize our obligation to understand and support the laws and regulations of this State and the will of the people of the State as expressed and implied in these laws.

In our role as employing officers or as chief recommending officers, we seek the applications of all qualified personnel without respect to their age, color, religion, or nationality of origin.

In choosing among applicants, we seek only to ascertain and recognize those qualifications of preparation, character and personality which promise best to contribute to the attainment of the goals of our schools.

To give effect to this policy, we recognize our further obligation to seek wide understanding within our schools and community and to make clear our position to our sources of teacher supply.

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NY BANKING INSURANCE DEPARTMENTS IN ACTIONS TO ELIMINATE RACE BIAS

The extent to which state agencies in addition to SCAD are working for the prevention and elimination of discrimination on account of race, creed, color or national origin has been demonstrated in two separate actions.

During November a "Supervisory Circular Letter General," addressed to all the banking institutions of the State by the State of New York Banking Department, G. Russell Clark, Superintendent of Banks, reminded the presidents of lending institutions that "action upon applications for extensions of credit should be governed solely by the financial ability and the responsibility of the applicant, and without regard to the applicant's race, creed, color, or national origin."

In closing, the letter stated, "It is respectfully requested that all lending institutions subject to the supervision of this Department refrain from any practice which would give rise, directly or indirectly, to any justifiable inference that loan applications are being considered, and the disposition thereof is being made, upon such a basis. . . . Voluntary adherence to such policy by lending institutions should obviate any future need for legislation in this area."

In a second instance the Insurance Department of the State of New York accepted jurisdiction in four cases being reviewed by Commissioner Mary Louise Nice.

Thomas Thacher, Superintendent of Insurance, pointed out that Section 209 of the Insurance Law prohibits discrimination against Negroes in the issuance of life and accident and health insurance. He also said that "inclusion of the question as to race and color serves no purpose other than to discriminate against applicants based upon race or color, contrary to the anti-discrimination provisions of Section 188 of the Insurance Law."

As to the application of the law, Mr. Thacher reported that after a series of conferences "one of the larger life insurance companies in this state last month agreed to discontinue its practice of declining to make 'non-medical' life insurance available to Negro risks."

CHAIRMAN Elmer A. Carter (c.) greets delegation from Algeria, Morrocco and Tunisia. Among other distinguished visitors were the Hon. Godwin Lewanikan, member of the Parliament of Rhodesia and Nyassaland; Lawrence Gandar, editor, Rand Daily Mail, Africa's largest newspaper.

NAME 11 CIVIC LEADERS TO ROCHESTER COUNCIL

The following persons have been appointed by the Commission to serve on the Rochester Council:

Mrs. George W. Cooke, member Rochester Board of Education.

Alex Gaby, editor, *Labor News*.

Rosario J. Guglielmino, attorney.

Edward J. Halter, international representative, United Automobile Workers.

Rabbi Abraham J. Karp, Temple Beth-El.

Elmer Louis, executive director, Jewish Welfare Fund.

Howard C. McClary, director, Baden Street Settlement.

Alfred E. Nord, executive director, Montgomery Neighborhood Center.

Austin C. Tait, director of Industrial Relations, Stromberg Carlson Company.

Dr. Richard C. Wade, History Department, University of Rochester.

Mrs. Irving L. Walker, executive secretary, Council of Church Women.

New SCAD Regulatory Poster

The SCAD regulatory poster has been reprinted in new colors and brought up to date. Persons wishing to replace old posters may write to the nearest SCAD office.

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NEW YORK STATE COMMISSION AGAINST DISCRIMINATION

Newsletter

A BULLETIN ON CIVIL RIGHTS IN EMPLOYMENT, PLACES OF PUBLIC ACCOMMODATION AND HOUSING

Vol. 2, No. 6 | 270 BROADWAY, NEW YORK CITY | Summer, 1960

CORNELL UNIVERSITY

Governor Enunciates Anti-Bias Policy

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FHA, VA, SCAD officials confer. (l. to r.) Seated, SCAD Chairman Elmer A. Carter. FHA's Norman P. Mason. Standing, Edward Rutledge, Henry Spitz, respectively, SCAD Housing Director and General Counsel; George W. Snowden, Assistant on Inter-Group Relations to the Housing Administrator; Walter Rosenberry, Deputy Housing Administrator and David Walker, Urban Renewal Commissioner.

U.S. Housing Agencies Accept SCAD's Plan To Stop Discrimination in Re-sale of Homes

During the early months of 1960, the cooperation of Federal agencies with the New York State Commission Against Discrimination resulted in a major break-through in patterns of racial segregation in housing.

The Veterans Administration and the Federal Housing and Home Agency, after a series of conferences with SCAD, issued directives against discrimination because of race, creed, color or national origin. Both bureaus pledged to see that their directives achieved practical results.

The Veterans Administration's policy statement to field offices, in New York and throughout the nation, requires "that all persons concerned with the sale, rental and management of VA-owned properties, both salaried personnel, real estate brokers and other fee people, will abide by the VA policy of non-discrimination."

Previously, property acquired by the VA, after default on a loan, was placed in the hands of local real estate brokers and other agents who, until now, had handled the disposition of these properties without a specific directive to abide by the non-discrimination policy of the Veterans Administration.

The VA statement grew out of conferences between the Chairman of the

(*Continued on Page* 3)

Governor's Directive To N.Y. State Depts. Bans Discrimination

A Code of Fair Practices for departments and agencies of the State government was made public July 15th, by Governor Nelson A. Rockefeller.

In this code, the State's policy barring racial nationality or religious discrimination in the activities of the State agencies is reaffirmed.

The code is being published in poster form for display in all State agencies. Also, every state employee will receive a pamphlet which contains the code.

LIBRARY NEW YORK STATE SCHOOL OF INDUSTRIAL & LABOR RELATIONS SEP 27 1960

Because of the significance of this document, the entire text is reported:

Preamble

CORNELL UNIVERSITY

Our spiritual heritage proclaims the supreme worth of the individual and the equality of opportunity for each individual to pursue self-realization. This American passion for justice and equality in freedom not only stirred us to life as a nation but has continued to serve as our national purpose.

Our capacity as a people to express this heritage, to give it newer and broader meaning and application, is again being tested today—in our nation and in the world. It is only the fullest expression of this heritage that can give meaning to our way of life.

The State of New York has been a leader in the furtherance of individual worth, justice, equality and freedom. It has been in the forefront in the elimination of discrimination based on race, color, creed or national origin, but it is imperative that our cooperative efforts be strengthened and sustained to further this noble cause.

(*Continued on Page* 2)

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Governor's Directive To N.Y. State Depts. Bans Discrimination

(*Continued from Page* 1)

In pursuit of the state's basic policy against discrimination the following Code of Fair Practices shall obtain throughout the Executive Branch of state government:

Article I

Appointment, Assignment and Promotion of State Personnel:

State officials and supervsiory employees shall appoint, assign and promote state personnel on the basis of merit and fitness, without regard to race, color, creed, national origin or age. State agenies shall bar from all employment application forms any inquiry expressing any limitation or specification as to race, color, creed, national origin or age, unless it relates to a bona fide occupational qualification.

Article II

State Action:

In performing their service to the public, the agencies of the state shall not discriminate because of race, color, creed, national origin or age, nor shall they authorize the use of state facilities in furtherance of discriminatory practices.

Article III

Public Contract:

Every state contract for public works or for goods or services shall contain the clauses prescribed by Section 220-e of the Labor Law barring discrimination on account of race, color, creed or national origin, and such contractual provisions shall be fully and effectively enforced.

Article IV

Public Employment Services:

Any state agencies engaged in employment referral and placement services for private industry or public agencies shall fill all job orders on a nondiscriminatory basis, and shall decline any job order carrying a specification or limitation as to race, color, creed, national origin or age, unless it relates to a bona fide occupational qualification. Information concerning employers believed to engage in discriminatory practices shall be referred by state agencies to the State Commission Against Discrimination for investigation and conciliation and, if appropriate, the matter shall then be referred to the Industrial Commissioner or Attorney General for the exercise of their statutory authority to commence proceedings before the State Commission Against Discrimination.

Article V

Training for Job Opportunities:

All educational and vocational guidance counseling programs and all apprenticeship and on-the-job training programs of the state shall be conducted to encourage the fullest development of interests and aptitudes, without regard to race, color, creed, national origin or age.

Article VI

State Financial Assistance:

In granting state financial assistance, state agencies shall be vigilant to further the state's policy of nondiscrimination and shall give appropriate attention to discriminatory practices engaged in by any applicant or recipient.

(*Continued on Page* 3)

GOVERNOR Rockefeller confers with SCAD Commissioner J. Edward Conway, right, and George Fowler, Deputy Commissioner of New York State Department of Labor, left, at the June 1-3 Cooperstown conference on automation. The Governor offered a five point program to "accelerate U.S. economic growth without inflation and within the U.S. pattern."

COMMISSIONER Davis explains operation of N. Y. State Commission Against Discrimination to youth political leaders of Guinea, West Africa; Miss Charlotte Curtis (seated) and Barry Arbaba, Mamadi Fofana, Millimono Tamba and Sano Tidiani.

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Governor's Directive To N.Y. State Depts. Bans Discrimination

(*Continued from Page* 2)

Article VII

State Forms:

All state agencies shall avoid in forms or requests for information any item or inquiry expressing any limitation or specification as to race, color, creed, national origin or age, unless the item or inquiry is expressly required by statute or is required in good faith for a proper purpose and prior notification of its use has been given by the agency to the State Commission Against Discrimination.

Article VIII

State Licensing and Regulatory Agencies:

Where a respondent in a proceeding before the State Commission Against Discrimination is subject to the licensing or regulatory power of another state agency, the State Commission Against Discrimination shall notify the state agency of the pendency of such proceeding. If, thereafter, the respondent is found by the State Commission Against Discrimination, after notice and an opportunity to be heard, to have engaged in a discriminatory practice, the state agency shall be so notified and shall take appropriate action consistent with the exercise of its licensing or regulatory power.

AT a recent Jewish Religious Leadership Conference, "Equality of Opportunity," foreground, Commissioner Bernard Katzen chats with Mrs. Joseph Kohan, community leader. In background, SCAD's Robert Maier; Rabbi E. Klein, Conference Chairman; Mrs. Truda Weil, Asst. Supt. of Schools N. Y. C. Board of Education; Rabbi Israel Moshowitz, Co-Chairman of the Education Workshop and Spiritual Leader of the Hillcrest Jewish Center, Queens; and Rabbi David I. Golovensky, President of the New York Board of Rabbis.

Article IX

Cooperation With the State Commission Against Discrimination:

All state agencies, in accordance with the provisions and intent of the State Constitution and the state's laws against discrimination shall cooperate fully with the State Commission Against Discrimination and duly comply with its requests and recommendations for effectuating the state's policy against discrimination.

Article X

Conduct by the State's Representatives:

State officials and employees shall be ever mindful of the democratic heritage of the state, which abhors any discrimination on the basis of race, color, creed, national origin or age, and shall take all necessary steps to effectuate the provisions and intent of this Code of Fair Practices.

Article XI

Publication of Code of Fair Practices:

Copies of this code shall be distributed to all state officials and employees and copies shall be posted in conspicuous locations in all state facilities.

STATE OF NEW YORK

Nelson A. Rockefeller, *Governor*

Executive Department

NEW YORK STATE COMMISSION AGAINST DISCRIMINATION

Elmer A. Carter, *Chairman*

J. Edward Conway — Bernard Katzen

John A. Davis — Mary Louise Nice

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MOhawk 8436

203 Main Street
White Plains
WHite Plains 9-4394

270 Broadway
New York
BArclay 7-1616

Federal Agencies, SCAD, Announce Joint Plan

(*Continued from Page* 1)

Commission, Commissioner Elmer A. Carter, and P. N. Brownstein, VA's loan guaranty director in Washington.

The Federal Housing and Home Finance Agency conferences culminated in the announcement of a policy barring racial, nationality or religious discrimination in Urban Renewal Projects. The statement warns developers who do not adhere to this policy that they will be barred from future urban renewal projects.

The forty-five communities in New York affected, involving a federal outlay of over $500 million, are:

Albany, Binghamton, Buffalo, Catskill, Freeport, Glen Cove, Greenburgh, Hastings-on-Hudson, Hempstead, Huntington, Kingston, Lewisboro, Little Falls, Lockport, Long Beach, Mechanicsville, Middletown, Mount Kisco, Mount Vernon, Newburgh, New Rochelle, New York City, Niagara Falls, North Tarrytown, Nyack, Oswego, Peekskill, Plattsburgh, Port Chester, Poughkeepsie, Rochester, Rockville Centre, Rome, Saratoga Springs, Schenectady, Sloatsburg, Suffern, Syracuse, Troy, Tuckahoe, Utica, Watertown, Watervliet, White Plains and Yonkers.

Railroad Reviews 326 Positions and Drops "Age" Qualifications

Age qualifications for employment in forty-two job categories affecting some 326 positions have been eliminated by the New Heaven Railroad as a result of negotiations between the State Commission Against Discrimination and the railroad, Commissioner Elmer A. Carter, Chairman of SCAD, has announced.

This shift in the railroad's policy came as a result of follow-up conferences stemming from a complaint which had been investigated by Commissioner John A. Davis. Commissioner Davis dismissed the complaint in question for lack of jurisdiction but had suggested that the railroad's regulations as to age violated the provisions of the state law.

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Officials of Westchester, New York, Long Island Public Golf Links Agree to Ban Jim Crow Tourneys

So-called public links golf tournaments which disqualify Negroes from participation will henceforth be barred from the public courses of New York City, Westchester County and from five Nassau County courses, according to an agreement announced by Commissioner Bernard Katzen of the State Commission Against Discrimination.

Under the existing pattern of eligibility, Negroes are presently barred from all tournament play which is held on public courses under the sponsorship of the Metropolitan Golf Association, Commissioner Katzen explained.

The agreement to end discriminatory tournaments was reached with the New York City Department of Parks, the Westchester County Park Commission and Bethpage Park Authority—the latter operating five courses in Nassau.

"This agreement," Commissioner Katzen stated, "places M.G.A. on notice that the public golf courses of Greater New York will no longer make their facilities available to championship competition which has effectively and completely barred Negroes.

"It is a first step towards the introduction of the spirit of fair play into the sport of golf," he said. "While Negroes have long been admitted to such great national sports as baseball, football, basketball and others on a basis of equality, golf has been notably insensitive to these changes in our national way of life. It is SCAD's hope that this modest step may be the forerunner of great changes in this great sport."

Commissioner Katzen added that he had obtained the agreement with the three agencies only after his efforts to concilate the matter with MGA, which controls the tournaments, had proved fruitless. "It is SCAD's hope that this modest step by the three authorities in charge of these public links may be a forerunner of major changes in player-admission policy in this great sport," he said.

Newbold Morris, Commissioner of Parks for the City of New York, said, "This department fully supports the policy of barring tournaments from being played on municipal links where competitors in such tournaments are selected on a discriminatory basis because of race, creed, color or national origin."

The executive secretary of the Bethpage Park Authority, Chester R. Blakelock, said, "This authority will not permit the scheduling of the MGA Public Links Tournament at Bethpage parks without first referring such requests to the State Commission Against Discrimination for clearance."

"The facilities of the Weschester County Park Commission public golf courses will be denied to any group determined to be engaged in discriminatory practices as defined by the anti-discrimination laws of the State of New York," Said Charles E. Pound, general superintendent of the Westchester Park Commission.

The LAW Against Discrimination Works

JOHN B. Sullivan, SCAD's Director of Education, describes the agency's work at a meeting of the Council of Spanish American Organizations in offices of the Commonwealth of Puerto Rico. Officers of SCAD's Manhattan Council, guests of the occasion, are seated facing the audience. (l. to r.) Mrs. Garda W. Bowman, Asst. Director of Education; Rt. Rev. Msgr. Cornelius J. Drew, member of the Manhattan Council; Mr. Harry C. Oppenheimer, chairman of the Manhattan Council; Mr. William D. Lopez, president of the Council of Puerto Rico & Spanish Organizations; Mr. Ruperto Ruiz, member of the Manhattan Council; Mr. Joseph Montserrat, chief of the Migration Division of the Dept. of Labor of the Office of the Commonwealth of Puerto Rico; and (standing) Mr. Sullivan.

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NEW YORK STATE COMMISSION AGAINST DISCRIMINATION

Newsletter

A BULLETIN ON CIVIL RIGHTS IN EMPLOYMENT, PLACES OF PUBLIC ACCOMMODATION AND HOUSING

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Vol.2, No. 7 | 270 BROADWAY, NEW YORK CITY | November, 1960

Begin Program Vs. Job Bias in Apprenticeship

The Commission's primary efforts in the apprenticeship field are to eliminate barriers based on race, creed, color or national origin, and to encourage Negro and Puerto Rican youths who seek training to enter skilled trades in this State.

The Commission's program began with a survey and analysis *Apprentices, Skilled Craftsmen and the Negro.* The next step was a series of field visits by the Commission's Division of Employment Discrimination and the Regional Offices in the Buffalo, Syracuse and Albany

(Continued on Page 3)

Study by SCAD and Civil Service Finds 13 "Age" Jobs

A meeting between SCAD Commissioner J. Edward Conway and H. Elliott Kaplan, president of the State Civil Service Commission, climaxed a two-year program of coordination between the two State bodies for the purpose of implementing the "age" provisions of the Law Against Discrimination

Under existing requirements, only 13 of 2,750 job categories in the State's classified civil service have maximum age requirements.

The job classifications that are subject to age limitations are those for which physical stamina is a

(Continued on Page 2)

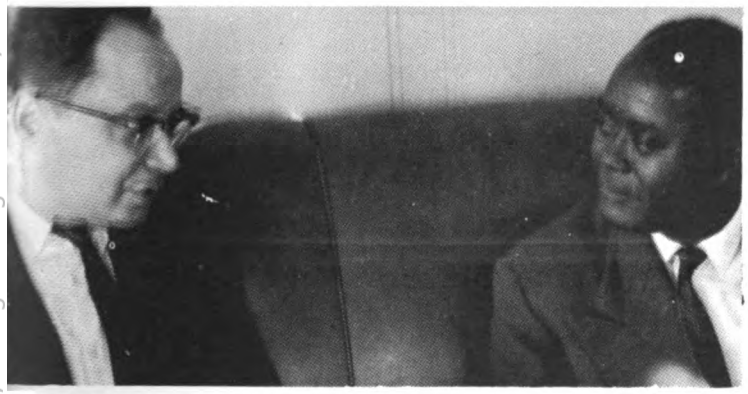
REPRESENTATIVES of three foreign nations were guests of the Commission in recent weeks. Pictured below (left) from left to right Commissioner John A. Davis with Monsieur Paul Dovi-Akue, Planning Officer of the Togo Mission to the U.N., and above (right) is Chairman Elmer A. Carter with Adolphus Mbah, member of the Federal House of Representatives and a labor leader from Nigeria.

Below, Commissioner Bernard Katzen is shown with visiting government officials from Pakistan.

A Three Point Plan Hits Off Campus Bias

The December 1959 issue of Newsletter reported that the State Commission Against Discrimination, the State Education Department and the Association of Colleges and Universities of the State of New York were participating in a cooperative program to develop procedures which, if adopted by colleges and universities in New York State, would result in the increase of equal opportunities for members of racial, religious and nationality groups to obtain off-campus housing accommodations.

(Continued on Page 2)



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SCAD Commissioner J. Edward Conway and State Civil Service Commissioner H. Elliott Kaplan confer on "age" as it relates to job qualifications under the State Law Against Discrimination.

Civil Service Study

(Continued from Page 1)

prime requisite for satisfactory performance. Among these are such titles as Correction Officer, Park Patrolman and Game Protector.

SCAD is permitted to make exceptions to the Law in such circumstances and has done so in appropriate cases.

The number of positions affected by age provisions is 4,919, of which 3,058 are in the Correction Officer class. A total of 100,555 positions come under the jurisdiction of the Department of Civil Service.

Liaison between SCAD and the Department of Civil Service was one of the initial steps taken by the Commission, under Chairman Elmer A. Carter's direction, after the enactment of the age amendments to the Law. Staff assistance was provided by the Commission's Division of Employment Discrimination, which is presently working on a similar program with the Civil Service Commission of the City of New York.

This will be followed by action directed to the more than a hundred municipal civil service commissions throughout the State.

An interesting sidelight to the SCAD-Civil Service discussions is that Commissioner Conway is himself a former president of the New York State Civil Service Commission and gave initial impetus during his term of office to the reduction of the number of state job categories subject to age restrictions.

SCAD Westchester Office head, Harry Anderson, flanked by the co-pastors of St. John's AME Zion Church, (l.) the Rev. Messrs. James H. Warner, president of the Orange County Civil Liberties; and (r.) Jerome French, president of the Middletown branch of the National Association for the Advancement of Colored People. Meeting took place when Mr. Anderson told a community meeting of SCAD's work.

Conference Nov. 21

DATE: November 21, 1960

TIME: 9:30 a.m. to 4 p.m.

PLACE: N.Y.C. Office of SCAD 270 Broadway

THEME: "Equality of Opportunity the Role of SCAD Councils."

All Council Members who can attend the Conference are invited to be luncheon guests of the Commission.

PURPOSES:

1. To hear highlights of SCAD developments.

2. To inform SCAD about their Communities.

Three-Point Program Barring Off-Campus Housing Bias Set

(Continued from Page 1)

This educational project was prompted by Cornell University's adoption of an official University policy concerning standards for off-campus housing including a non-discrimination requirement.

One phase of this program undertaken a year ago has now been completed.

An Interagency Staff Committee appointed by the three agencies recently completed a study of student housing and submitted their conclusions and recommendations to the respective agencies. Each agency accepted the study and approved the recommendations.

At a meeting held last month the three agencies agreed to submit these recommendations to the presidents of all colleges and universities in the State of New York.

Of the 165 institutions surveyed, 18 two-year institutions and 78 four-year institutions revealed that they depended on off-campus housing to accommodate their students. Reports further indicated that at least six institutions already have issued a policy statement to the effect that off-campus housing must be opened to all students regardless of race, creed, color or national origin.

The recommendations of the Survey Committee in which the three agencies concurred were:

1. These data indicate that each institution should immediately review its housing policies and procedures.

2 Each college or university which must depend on "off-campus" private housing accommodations is urged to approve only those residences which will accept students regardless of their race, creed, coloror national origin.

3. If there is no written statement on "open occupancy," the institution is urged to adopt and publish a policy of non-discrimination in all housing used by its students.

In addition, the agencies agreed to continue the Interagency Staff Committee for the purpose of assisting colleges and universities in reviewing their policies and providing any other necessary consultation services requested by the institutions.

Staff members are E. K. Fretwell, Jr., Assistant Commissioner, New York State Department of Higher Education, Lester W. Ingalls, Executive Secretary, Association of Colleges and Universities of the State of New York, Theron A. Johnson, Administrator, Intercultural Relations in Education, and Edward Rutledge, Housing Director, State Commission Against Discrimination.

Council Appointments

MANHATTAN COUNCIL

Max Delson
Amos J. Peaslee, Jr.
Ruperto Ruiz
Reverend Charles L. Warren
Peter Weiss

RICHMOND COUNTY COUNCIL

Philip J. Brown
Reverend Herbert T. Chase
Msgr. John J. Cleary
Miss Clelia D'Allessandro
Jacques Lang
Paul K. Partee
Eldridge Peterson
Reverend Carl J. Sutter
Walter L. Van Nostrand
Rabbi Benjamin Wykansky

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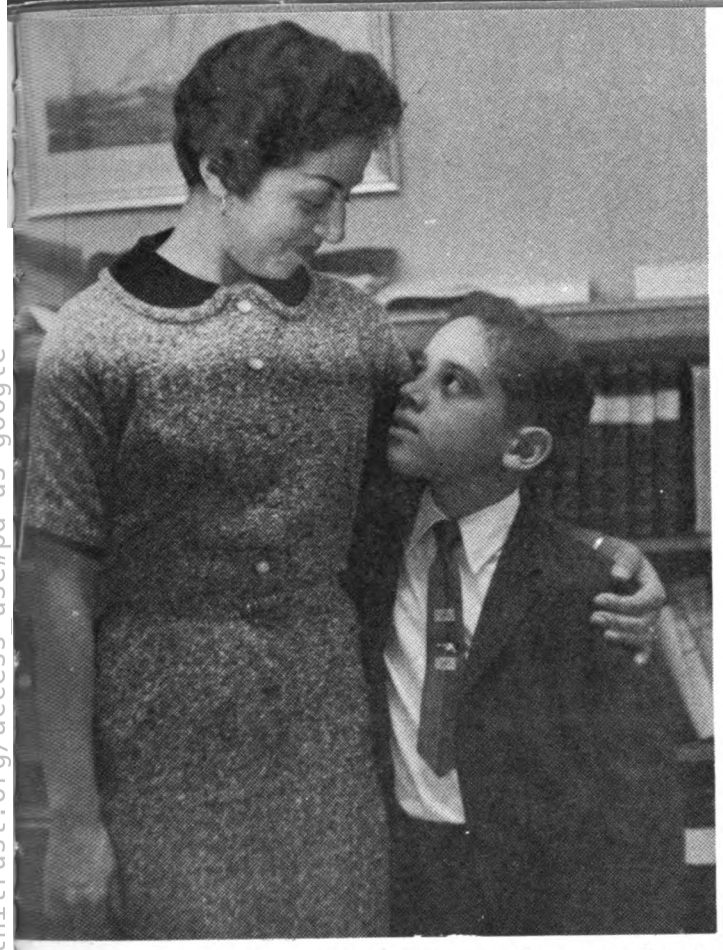


MRS. CHARLES Flott and her eight-year-old son, Charles, Jr., charged a Uniondale, L.I., barber with discrimination because of race. At a public hearing it was claimed the barber wished to charge $5 for cutting the boy's hair on the basis that the youth's locks were "kinky."

Master barbers testified that such a price was not warranted. Also they judged the child's hair not "kinky." The Commission's decision is pending.

Buffalo Office Reports on Wide Educational Efforts

Launches Broad Educational Program

A broad program of community education has been carried by the Buffalo Regional Office to upstate areas.

At the statewide Annual Meeting of the Improved, Benevolent and Protective Order of Elks, Commissioner Mary Louise Nice was the keynote speaker.

At the New York State Regional White House Conference on Aging, both Commissioner Nice and Buffalo Regional Director Victor Einach were speakers.

As part of the youth incentive program of the Buffalo office, Mr. Einach served on the planning committee and as a resource person during the Youth Guidance Conference at the Niagara Falls Community Center. Commissioner Nice chaired the closing luncheon session.

The keynote of the sessions was: "The jobs we can fill tomorrow will be no better than the skills and abilities that we build in our youth today."

Over 200 high school students and educators turned out for the conference whose theme was "Educational Horizons for the 1960's."

Among other Buffalo educational activity, Mr. Einach was a speaker and consultant at the Fourth Annual Convention of the National Catholic Social Action Conference, Niagara University; at the Upstate Conference of the American Jewish Committee, Rochester; and at the Christian Responsibility Convocations in Jamestown and Batavia, part of a series of meetings sponsored by the State Council of Churches during the latter part of October in cooperation with local and area Councils of Churches and the National Council of Churches.

Council Appointments

WESTCHESTER COUNTY

Rabbi Murray Grauer
Mrs. Edward T. Helwig
Rabbi Irving Koslowe
The Rev. William Wiseman

STATE OF NEW YORK

Nelson A. Rockefeller, *Governor*

Executive Department

NEW YORK STATE COMMISSION AGAINST DISCRIMINATION

Elmer A. Carter, *Chairman*

J. Edward Conway — Bernard Katzen
John A. Davis — Mary Louise Nice

REGIONAL OFFICES

248 State St.
Albany
ALbany 3-5511,
Ex. 700

333 E. Washington St.
Syracuse
GRanite 4-5951,
Ex. 338

413 Lafayette Bldg.
Buffalo
TL 6-8436

203 Main Street
White Plains
WHite Plains 9-4394

270 Broadway
New York
BArclay 7-1616

WILLIAM VALENTINE, assistant housing director of SCAD, reporting to the "Conference on Open Housing In The Capital District," called by the Albany Regional Office of SCAD for civic, religious and community organizations.

(l. to r.) Mrs. Mae Douglas, President, Albany Interracial Council; Mr. Valentine; Malcolm E. Peabody, Executive Secretary, SCAD; F. Peter Libassi, Director, SCAD Albany Regional Office, and Mrs. Joseph B. Robinson, Chairman, Albany Council of SCAD.

Move to Halt Apprentice Bias

(Continued from Page 1)

areas. The Commission, through its Chairman and Commissioners, is also working closely with the State Department of Labor and other State and local agencies.

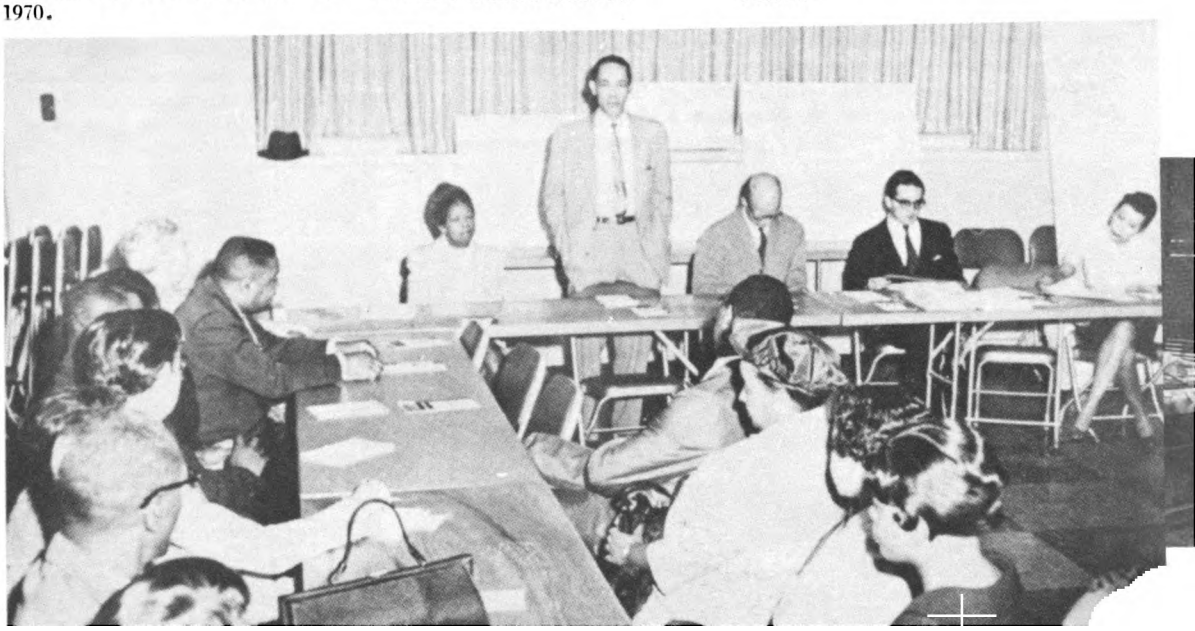
The Commission wishes to emphasize the following:

1. The relegation of Negro and Puerto Rican youth to the dead-end of non-skilled and semi-skilled occupations in our labor force is one of the most harmful types of discrimination. Its basic immorality need not be labored. It also has the obvious effects of contributing to juvenile delinquency and of depriving the State of the full potential of its manpower resources.

2. The Governor's program to accelerate economic growth emphasized that failure to eliminate racial discrimination retards economic growth.

3. The New York State Department of Labor's manpower report on changing manpower needs, "Jobs 1960-1970, The Changing Pattern," justifies the term "absolutely essential" for a program designed to clear discriminatory blocks and permit non-whites and Puerto Ricans to acquire the skills which the State itself will require of its working force for the economic growth in the 1960's.

The non-white and Puerto Rican groups are expected to rise from approximately 17% of the labor force in 1957 to 25% or more in 1970.



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Alert Community Can Help SCAD Stop Discrimation

Community leaders have frequently asked the Commission: "What can we do to help?"

To spell out this answer in concrete terms, a seven-point program has been developed. Commitment by community leaders is sought to these points, particularly by the heads of intergroup agencies and by others concerned with the problems of disadvantaged groups in our society.

These are the seven points to which commitment is sought:

1. Inform, explicitly, every member of your organization of the existence of the Law Against Discrimination; what it prohibits; and how and with what SCAD offices to file complaints.

2. Advise those who feel they have been discriminated against of their right to file a complaint at the nearest SCAD office.

3. Provide the nearest SCAD office with any data or reports you may have on discrimination in your community — or on progress in dealing with such discrimination.

4. See that the nearest regional office of SCAD places your organization on its mailing list for the SCAD NEWSLETTER and press releases.

5. Devote time, periodically, in your meetings to a discussion of SCAD; why it exists; how it helps *all* the people of the state; and the responsibilities as well as the rights of individuals under the Law Against Discrimination.

6. If your organization works with youth, sponsor Career Days, wherever feasible, or other youth incentive programs, making sure that you use success models from many ethnic and religious groups in your community.

7. Use SCAD educational materials in your programs.

To encourage groups and organizations to put this program into effect, SCAD's Councils in the Metropolitan area have scheduled meetings in various city neighborhoods, and in community by community in Westchester County, devoting the whole meeting to a discussion and development of these seven points.

Those invited are key leaders in their respective communities—leaders who are sensitive to the problems of culturally deprived group

PARTICIPANTS in a Religious Youth Conference, October 17th, at the Inter-Racial Center, Albany, plan program for the meeting of teen-age youth leaders from the Jewish, Protestant, and Roman Catholic churches and synagogues. (l. to r.) Mrs. Garda W. Bowman, assistant director of Education, SCAD; Richard Doling of Temple Beth Emeth; Margie Childers, Trinity Methodist Church; and the Rev. John R. Sise, Catholic Diocesan Office, Albany. Miss Childers and Mr. Doling are students at Albany's Milne High School.

STEERING COMMITTEE meets in SCAD conference room, Oct. 7, to discuss holding a Guidance Conference on: "Equality of Opportunity — The Role of the Counselor." Those participating in the planning session were: Mrs. Lila E. Doar, senior consultant, Fair Employment Practices Service for State Employment Service, Miss Elizabeth J. Ewell, associate in Education, Guidance, State Education Department, Miss Grace Geiger, president, New York State Counselors Association, Dr. Mary Catherine Hudson, president, New York State Deans & Guidance Association, Dr Genevieve Hunter, representing the New York Personnel & Guidance Association, Dr. Gordon J. Klopf, Teachers College, Columbia University, Miss Frances Nederburg, representing the Association of Educational and Vocational Counselors of the New York City Schools, Charles O'Toole, director of placement, New York City Board of Education, Mrs. Emma Penn, SCAD Manhattan Council Member, also director of Guidance, P.S. 120, Manhattan. SCAD representatives were: John B. Sullivan, director of Education and Mrs. Garda W. Bowman, assistant director of Education.

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NEW YORK STATE COMMISSION AGAINST DISCRIMINATION

Newsletter

A BULLETIN ON CIVIL RIGHTS IN EMPLOYMENT, PLACES OF PUBLIC ACCOMMODATION AND HOUSING

Vol. 2, No. 8 | 270 BROADWAY, NEW YORK CITY | Summer, 1961

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NEW YORK STATE SCHOOL INDUSTRIAL & LABOR RELATIONS
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SCAD Spurs Drive on Housing Bias

CHAIRMAN Carter answers a question after addressing the Syracuse Meeting on the legal and moral meaning of the new anti-bias private Housing Law.

COMMISSIONER Bernard Katzen introduces Chairman Carter after welcoming leaders at initial meeting in White Plains on Housing Law.

SCAD Holds Public Hearings in 6 Cities on New Housing Law

Commissioner Elmer A. Carter, Chairman of the State Commission Against Discrimination, and his four colleagues on the Commission are conducting a series of public meeings in major cities of the state to answer questions regarding the recently enacted State law which bars discrimination in private housing.

Participating in these sessions are representatives of banks, real estate boards, building associations, bar associations, educational institutions, housing authorities, intergroup agencies, and community, civic, business, labor and religious groups.

These meetings have been in White Plains, Albany, Syracuse, Rochester, Buffalo, and Utica, others will follow.

"This legislative enactment," Mr. Carter said, "has been frequently described as a pioneering law and, in a legal sense—the prohibition of discrimination in private housing—that is certainly true. In the broader sense, on the other hand, it is simply an affirmation of an ethic of the Pioneer spirit, a spirit which dominated this country from its earliest beginnings and gave it greatness. After all, one of the pre-eminent factors in this nation's early development was the fresh, and then unheard of privilege of the right to live wherever one wished."

Gets New Law in Battle to Curb Discrimination

In his message to the Legislature last January in which he requested extension of the Law Against Discrimination to cover private housing, Governor Nelson A. Rockefeller stressed "Every person should be able to live where his heart desires and his means permit."

Under the Metcalf-Baker Law of 1961, the existing provisions barring discrimination because of race, creed, color or national origin in the sale or lease of public and publicly-assisted housing continue in effect. The amended Law which goes into effect September 1st extends the Commission's jurisdiction to:

- Sale or lease of housing accommodations in a multiple dwelling (rental or cooperative apartment building of three or more family units—except that an owner-occupied unit is not included in counting the number of families in a dwelling) and all advertising or use of forms relating to the sale or lease of such housing.
- Sale or lease of housing accommodations in a housing development of ten or more houses on land that is contiguous (exclusive of public streets) including one and two family houses, and all advertising or use of forms relating to the sale or lease of such housing.

(Continued on page 2)

COMMISSIONER Nice discusses provisions of the new Housing Law at Syracuse meeting.

COMMISSIONER Conway opens meeting in Albany attended by groups concerned with the new Housing Law.

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ANOTHER milestone On The Road To Full Equality For All. Governor Rockefeller is shown signing bill extending the Law Against Discrimination to cover discrimination in private housing and commercial space. Shown with the Governor are, left to right, Assemblyman Bertram Baker, Senator George Metcalf, co-sponsors of the Bill; SCAD Commissioner J. Edward Conway, and Commissioner Elmer A. Carter, SCAD Chairman.

SCAD Spurs Drive On Housing Bias

(*Continued from page* 1)

- Sale or lease of any commercial space (factory, loft, office or store), and all advertising or use of forms relating to the sale or lease of commercial space.
- Practices of real estate agents in selling or leasing housing or commercial space covered by the Law and all advertising or use of forms relating to the sale or lease of any accommodations whether or not covered by the Law.
- Practices of financial institutions in providing financial assistance for the acquisition or repair of housing accommodations or commercial space, whether or not covered by the Law and use of forms relating to such financial assistance.
- Aiding, abetting, compelling, or coercing discrimination in any of the above mentioned practices.

Commenting on the new housing jurisdiction, Commissioner Elmer A. Carter, Chairman of SCAD, said "Governor Rockefeller posed the challenge for all people of the state when he said, also in his message to the Legislature, that "The American idea of justice and equality of opportunity is under test and fire in the nation and in the world."

"The Governor and the Legislature and indeed the people of the State," Chairman Carter continued, "have provided the framework within which we can move forward together in meeting this test."

Armored Truck Company Bars Biased Hiring

Commissioner Bernard Katzen obtained agreement from the Wells-Fargo Armored Service Corporation and a Teamster's Union local, which supplies workers for the company, to offer job opportunities and admit to union membership qualified applicants without regard to race, creed, color or national origin.

At the time of the investigation, Wells-Fargo employed 90 men on a full-time basis, and approximately 20 men as extras, as drivers, custodians and guards. It had never hired a Negro.

As to the union, it was found that there were no Negroes among its 850 members. The company agreed to "apply the same tests and standards to Negro applicants as those used for other applicants," and "to advise all personnel charged with the responsibility of hiring and evaluating applicants for employment with the company to consider all such persons on a basis of merit and qualifications only."

The union agreed "to accept for full and equal membership in the union persons hired by Wells-Fargo or any of the other companies with which the union has contracts, and "to make referrals of applicants seeking employment without regard to their age, race, creed, color or national origin.

COMMISSIONER Katzen describes progress in race relations to representatives of foreign student organizations in New York, as part of SCAD cooperation in the U. S. Department of State's program designed to provide better understanding between the people of this country and those of other nations, particularly those in Africa and Asia. From l to r—Dr. Fred Phillips of the West Indies Federation, Sani Bala of Nigeria, Paul Baddoo of Ghana, Dr. Roger Malebranch of Haiti, Commissioner Katzen, Ronald Davidson, Director of the Africa Service Institute, Witson Lule of Uganda, and Ali Mizrui of Kenya.

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SCAD Confers with Guidance Officials

"The right of every individual to be treated with dignity and understanding, and to be afforded equality to develop in accordance with his talents are the keystones of our democratic way of life."

The speaker was Commissioner Elmer A. Carter, Chairman of the State Commission Against Discrimination, at the opening session of a Statewide Guidance Conference on Equality of Opportunity at the Hotel Queensbury in Glens Falls, N. Y., February 23-24.

Mr. Carter called for a positive program of education and guidance, which will bring hope and purpose to disadvantaged members of all groups. He said that, "when the spirit of freedom is abroad in all parts of the world—when men of all colors, creeds and climes are seeking self-realization, we can ill afford to be satisfied with the negative job, important and essential as it is, of eliminating discrimination, segregation, and their attendant evils."

The conference keynote speaker was Dr. Ira De A. Reid, Chairman of the Department of Sociology at Haverford College (Pa.).

Addressing himself to the theme of the Conference—Guidance and Counseling of disadvantaged persons in our society—Dr. Reid said that equality of opportunities means ". . . that the effective guidance program is one that interrelates the needs and abilities of the individual with the social situation of which the individual is a part . . . no significant guidance can be effective without knowledge about and utilization of that social situation."

Dr. Reid stressed that for the guidance worker this requires:

"*Self-Action*—Standing for and doing something as an individual;

Inter-action—Joining action between all members of the school staff and the community;

Transaction—Planning and action by our professional associations to *provide new procedures, based on sound practice and research.*"

The conference brought together the State's top experts in the guidance and pupil personnel service fields as well as counselor trainers in an effort to get the best thinking with respect to:

1. The insights and increased awarness that are needed by counselors for the sensitive and creative guidance of young people from groups derived for economic or social factors, including race, religion and nationality.
2. The special kinds of information which are needed by these young people and their parents in order to stimulate the full realization of each student's potential.
3. The procedures which counselors can undertake in their repective schools to help young people of various minority groups and those who are deprived for any reason in choosing a career in accordance with their interests and aptitudes.

The two-day conference was opened by Dr. Gordon Klopf, Associate Professor of Sociology at Teachers' College, Columbia University, who served as general chairman of the Conference.

PARTICIPANTS in work session—shown above are one of the five work groups which delved into problems relating to guidance for disadvantaged youth at the SCAD-sponsored Statewide Guidance Conference in Glens Falls, N. Y., February 23-24. Miss Elizabeth J. Ewell was the leader of the group. In the picture reading clockwise are Milton Rosenberg, Director, Division of Employment Discrimination, SCAD; George J. Rentsch, Vice Principal of Madison High School, Rochester, N. Y.; Beatrice Cramer, Guidance Counselor, White Plains, N. Y.; Victor Einach, SCAD Regional Director in Buffalo, N. Y.; Dr. Theron A. Johnson, Administrator, Intercultural Relations in Education, State Education Dept.; Miss Ewell, Associate in Education, Guidance, State Education Dept.; Dr. John Belniak, Dean of Students at Harpur College, Binghamton, N. Y.; Dr. Robert Howard, President-Elect New York State Deans & Guidance Personnel; Victor Haggar, Guidance Counselor, Eastchester, N. Y.; and John B. Sullivan, SCAD Director of Education.

Public Accommodations Field Surveyed by SCAD

Commissioner J. Edward Conway met recently with representatives of civil rights and intergroup relations agencies to describe some of the Commission's educational programs in the field of public accommodations, particularly in the resort areas. Noting the progress made, but the challenging dimensions of the unfinished job, he urged the meeting to build information about SCAD, its work, and its regulatory and educational resources into their programs.

The Commissioner noted that in the Thousand Islands—St. Lawrence Seaway area, "Equality of Opportunity in Places of Public Accommodation, Resort and Amusement" had been the theme of meetings with owners and operators of resort establishments, religious leadership conferences with the

(*Continued on page 4*)

STATE OF NEW YORK

Nelson A. Rockefeller, *Governor*

Executive Department

STATE COMMISSION AGAINST DISCRIMINATION

270 Broadway New York 7, New York
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Commissioners

Elmer A. Carter, *Chairman*

J. Edward Conway — Mary Louise Nice
Bernard Katzen — Ogden Reid

Regional Offices

Albany
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HObart 2-7511—
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Syracuse
333 E. Washington Street
GRanite 4-5951—Ext. 338

Buffalo
413 Lafayette Theatre Bldg.
6 Broadway
TL 6-8436

Rochester
65 Broad Street
Terminal Building
Room 610-611
HAmilton 6-2585

White Plains
61 Mitchell Place
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Nassau County
(Location to be Announced)

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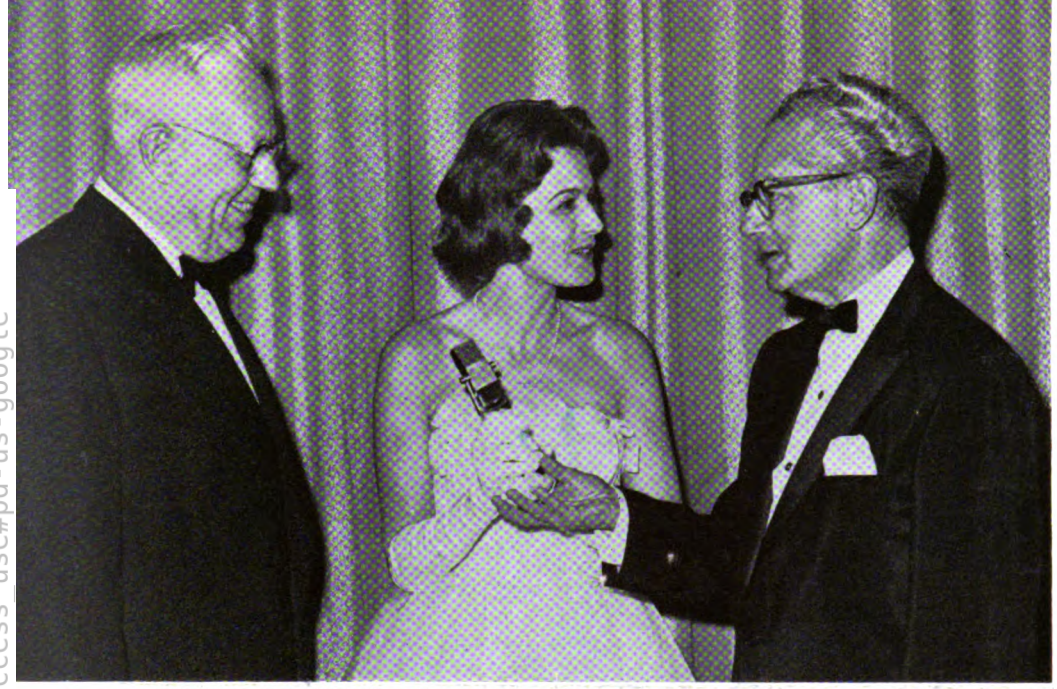


SUNNIE JENNINGS, who conducted the award winning program "Liberty and Justice" on TV station WRGB, receives the McCall Magazine "Golden Microphone" from Editor Herbert Mayes, as U. S. Chief Justice Earl Warren smiles approval. The series, based on information about SCAD, also won a "Certificate of Recognition" from the National Conference of Christians and Jews.

Public Accommodations Field Surveyed by SCAD

(*Continued from page* 3)

major faiths, news and editorial comment, car card display, radio and TV programs.

Commissioner Conway said that assurances have been given by these resort establishments that their facilities are open on an equal basis and that they are ready to welcome as guests members of all groups.

Commenting on these industry pledges of fair practice, Commissioner Conway observed that "it would seem that these assurances and promises of fair treatment for all should be accepted in good faith and that members of all groups should be encouraged, regardless of past patterns of discrimination, to plan their vacation trips so that as they go into various resort areas of the Empire State they will put these commitments to the test."

SCAD Marks its 16th Anniversary

July 1st marked the 16th anniversary of the effective date (July 1, 1945) of the New York Law Against Discrimination, the first such law in the United States.

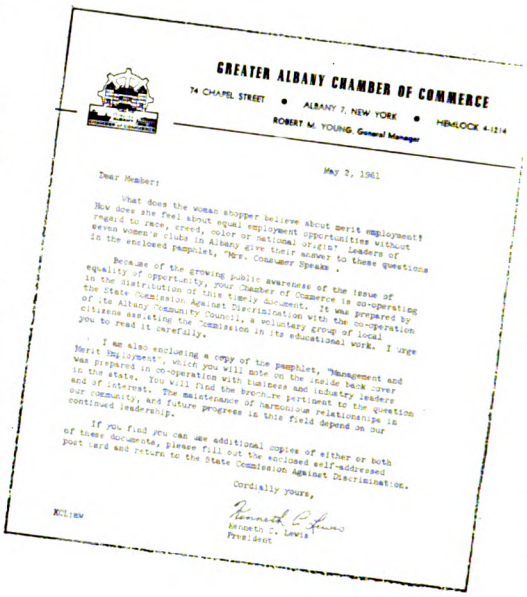
Since its inception, 17 other states and more than 40 cities have enacted similar laws, as well as the Federal and Provincial Governments of Canada.

Representatives of countries in Europe, Africa, Asia and Latin America have sought information about the New York Law Against Discrimination and the operations of the Commission either in personal visits to SCAD offices or through correspondence.

★ ★ ★

THE letter, at right, was sent out by the Greater Albany Chamber of Commerce to its 2,000 members and to thirty other Chambers of Commerce throughout the county.

Employers in the Albany area requested additional copies of the two pamphlets totalling 118 extra copies of each pamphlet. In addition, the Greater Providence Chamber of Commerce, Providence, Rhode Island, requested ten additional copies of each pamphlet.



GREATER ALBANY CHAMBER OF COMMERCE
74 CHAPEL STREET • ALBANY 7, NEW YORK • HEMLOCK 4-1214
ROBERT M. YOUNG, General Manager

May 2, 1961

Dear Member:

What does the woman shopper believe about merit employment? How does she feel about equal employment opportunities without regard to race, creed, color or national origin? Leaders of seven women's clubs in Albany give their answer to these questions in the enclosed pamphlet, "Mrs. Consumer Speaks".

Because of the growing public awareness of the issue of equality of opportunity, your Chamber of Commerce is co-operating in the distribution of this timely document. It was prepared by the State Commission Against Discrimination with the co-operation of its Albany Community Council, a voluntary group of local citizens assisting the Commission in its educational work. I urge you to read it carefully.

I am also enclosing a copy of the pamphlet, "Management and Merit Employment", which you will note on the inside back cover was prepared in co-operation with business and industry leaders in the state. You will find the brochure pertinent to the question and of interest. The maintenance of harmonious relationships in our community, and future progress in this field depend on our continued leadership.

If you find you can use additional copies of either or both of these documents, please fill out the enclosed self-addressed post card and return to the State Commission Against Discrimination.

Cordially yours,

Kenneth C. Lewis
President

KCL:mw

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Commission Against Discrimination
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NEW YORK STATE COMMISSION AGAINST DISCRIMINATION

Newsletter

A BULLETIN ON CIVIL RIGHTS IN EMPLOYMENT, PLACES OF PUBLIC ACCOMMODATION AND HOUSING

Vol. 2, No. 9 | 270 BROADWAY, NEW YORK CITY | Fall, 1961

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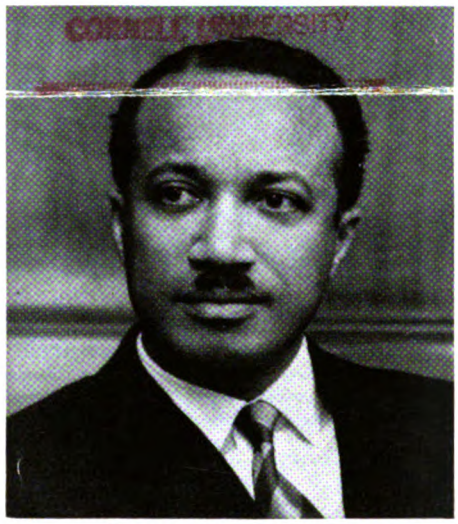
Chairman Charts New Commission Goals

OGDEN REID
Newly appointed Chairman, State Commission Against Discrimination.

ELMER A. CARTER
Former Commission Chairman, Named Special Assistant for Intergroup Relations to Governor Rockefeller.



GEORGE H. FOWLER
Successor to Mr. Carter as member, State Commission Against Discrimination.

"Make Time An Ally," Commissioner Urges In Induction Speech

"The voice of millions calling for their rightful position as equal human beings living in dignity is today being heard wherever society exists throughout the world."

Thus spoke Commissioner Ogden Reid at recent induction ceremonies following his appointment as Chairman of the New York State Commission Against Discrimination, succeeding Elmer A. Carter, who has been named Special Assistant for Intergroup Relations to Governor Rockefeller.

George H. Fowler, since 1959 a Deputy Industrial Commissioner of the State Labor Department in charge of the New York City office, was named to fill the vacancy created by Mr. Carter's retirement.

In his speech of acceptance, the new Chairman said that, "We intend to face the imperative of our age with all the force at our command."

Asserting that the Commission under the leadership of Governor Rockefeller "will try to make time an ally and not an enemy to our cause," he stated that, "We will renew our efforts with the creativity our times demand. We will expand and intensify our activities in the areas of the agency's jurisdiction. We will arouse our citizens to both the moral and pragmatic perils of any system, or way of thought, which deprives anyone of rights basic to all, inherent in all.

"This great state agency is doing democracy's work in bringing equality of opportunity to all our citizens and its progress will attest to the vitality of the principles that characterize our nation." He added that, "Its important efforts have implications far beyond the borders of our country," noting that, "It is well to cross the street for a view from a neighbor's house if one is to see one's own home in proper perspective."

Chairman Reid in a tribute to Mr. Carter stated: *(Continued on page 2)*

SEASON'S GREETINGS

May the joys of the holiday season be yours in abundance and may good will toward all men illumine your lives, in these days of celebration and in the year to come.

NEW YORK STATE COMMISSION
AGAINST DISCRIMINATION

Ogden Reid, *Chairman*

J. Edward Conway | George H. Fowler
Bernard Katzen | Mary Louise Nice

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***NEW YORK CITY HEARING:** All five Commissioners of the New York State Commission Against Discrimination were on hand for the meeting at the Association of the Bar in New York City on Tuesday, October 10, to discuss the new provisions of the law on private housing with representatives of the housing industry: builders, members of lending institutions, real estate boards, etc. At the upper dais, left to right, Commissioners Mary Louise Nice; Elmer A. Carter, Chairman, who has since retired; Bernard Katzen who presided; J. Edward Conway, and Ogden Reid, present Chairman. At the table below, left to right, John B. Sullivan, Director of Education; Henry Spitz, General Counsel, and Edward Rutledge, Housing Director. This was one in a series of similar meetings held in White Plains, Albany, Syracuse, Buffalo, Rochester, Utica, Garden City, L. I., Binghamton, Poughkeepsie and Niagara Falls.*

(Continued from page 1)

"He has been publicly engaged in the struggle for equality and human rights all of his adult life and his contributions to the progress which has been achieved are known throughout the nation. As an original member of the State Commission Against Discrimination, he helped guide it through the hazardous currents it originally had to traverse and he has played a signal role in its many stirring accomplishments towards ending racial and religious discrimination in the past sixteen years. We are all both reassured and grateful that in taking the post of Governor Rockefeller's Special Assistant for Intergroup Relations, his perceptive counsel and unsurpassed experience will continue to be available to us."

Of Commissioner Fowler, he said, "I should also like to extend our warm welcome to George H. Fowler, our new Commissioner. As Deputy Industrial Commissioner of the State Labor Department and in various other governmental posts he has held in the labor management field, he has acquired important negotiating skills and a broad knowledge of administrative law — which reinforce his concern for all his fellow-men."

***SEVEN HONORED:** Commission Chairman Ogden Reid paid tribute to seven veterans of 20 years of consecutive service to the community at a meeting of the Buffalo Council of the State Commission Against Discrimination at the Hotel Westbrook in Buffalo on November 29. Those honored were William L. Evans, Executive Secretary, Buffalo Urban League; Miss Marguerite Gane, Executive Secretary, Children's Aid Society; Mrs. E. Ponafidine, Executive Secretary, Buffalo International Institute; Very Reverend Kenneth Curry, Rural Dean, Episcopal Diocese; Robert E. Dillon, Chairman, Lake Erie Machinery Co.; Edward H. Kavinoky, Attorney; Dr. Joseph L. Fink, and John E. Brent. All were members of the Buffalo Committee Against Discrimination of the New York State War Council, serving until the formation of the Commission Buffalo Council on which they have served for the past 16 years.*

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Girl Admitted to Sch
After Complaint

A Negro girl has been admitted to the Milne School in Albany following a finding of probable cause to credit the allegations in a complaint charging discrimination because of race and color.

Commissioner J. Edward Conway in his determination said that "the school's policy of giving preference to relatives of students and former students virtually guarantees that the school will remain all white.

"The absence of Negroes at Milne School," the Commissioner wrote, "is not a fortuitous result of residential segregation," explaining that, "there are no narrow geographic boundaries which limit the school's recruitment of students. The absence of Negroes," he continued, "is the immediate and direct result of admission policies deliberately established, maintained, and practiced by school officials."

The Milne School, situated on the campus of the Albany College of Education, is a combined junior and senior high school administered by the Albany College of Education of the State University of New York and is sometimes

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KER: Commissioner Bernard Katzen, (third from left) was the recent luncheon conference with Jewish leaders in the Syracuse w York. While in the upstate city, Commissioner Katzen also adion of the New York State Congress of Parents and Teachers. Left Ferguson, past President, Syracuse Jewish Welfare Federation; Nore Director, Federation; Hyman Miller, New York State Commander, ans; Alex E. Holstein, Jr., Chairman, Federation Community Rela- Sidney Manes, President, B'nai B'rith Council; Lewis R. Goldner, nt.

Family Gets Apartm
Under NEW HOUSIN

A Negro family has obtained an apartment in Mamaroneck, N. Y., as a result of an agreement obtained by the State Commission Against Discrimination under its new powers over discrimination in private housing which became effective on September 1.

Commissioner Bernard Katzen, who conducted the conciliation proceedings, announced that this was the first such complaint to be settled in Westchester County since the law took effect.

The conciliation was effected in record time. The complaint was brought to the Commission on September 25. The complainant charged that the respondent corporation had refused her an apartment on the ground of her color. After negotiations between the

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sed on race, creed,

color or national origin; "Equality in Housing—1961"—a leaflet which summarizes the history of the Law Against Discrimination with emphasis on the newly enacted private housing amendment to the Law; "Highlights of 1960"—a brief pamphlet summarizing the high points of the Commission's activity during 1960 with statistical tables included.

STATE OF NEW YORK

Nelson A. Rockefeller, *Governor*

Executive Department

NEW YORK STATE COMMISSION AGAINST DISCRIMINATION

Ogden Reid, *Chairman*

J. Edward Conway — George H. Fowler
Bernard Katzen — Mary Louise Nice

COMMISSION OFFICES

Albany
248 State St.
HO 2-7511, Ext. 3343-4

Syracuse
333 E. Washington St.
GRanite 4-5951, Ex. 338

Buffalo
6 Broadway
TL 6-8436

White Plains
61 Mitchell Place
WHite Plains 9-4394

Rochester
610 Terminal Bldg.
65 Broad St.
HA 6-2585

New York
270 Broadway
BArclay 7-1616

Nassau County

(address to be announced)

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Anti-Bias Law Bars Ad With Race Appeal

"10 minutes to Harlem: 15 minutes to Bedford-Stuyvesant; walk to Abyssinian Baptist Church and First Methodist Church."

The above advertising copy material was submitted to the Commmission, after the newspaper had requested the advertiser to obtain the Commission's approval of the text in advance of publication.

Upon a review of the facts, the newspaper was advised as follows:

"The advertisement which you have submitted would imply to a reasonable reader that the accommodations, advantages, facilities and privileges of living in Robinson Homes have a special appeal for prospective Negro purchasers. This type of suggestive appeal to a particular racial or religious group runs counter to the spirit of the Law and the public policy of this State. Accordingly, far from approving the placing of such an advertisement, we endeavor whenever possible to seek the voluntary cooperation of advertisers and publishers in deleting the objectionable provisions of such advertisements.

"Moreover, if the housing in question falls within the definition of publicly-assisted housing in the Law Against Discrimination, the publication thereof would be deemed to violate Section 296.5 of the Law, which makes it unlawful for any person to aid, abet, incite or compel the commission of unlawful discriminatory practices."

***GETTING THE FACTS:** More than 175 residents of Niagara Falls turned out on November 28 for a State Commission Against Discrimination public meeting on the Commission's new housing jurisdiction at the Hotel Niagara. Part of the audience is shown, with Commission officials on the dais, left to right, Malcolm E. Peabody, Jr., Executive Secretary; Henry Spitz, General Counsel; John B. Sullivan, Director of Education; Edward Rutledge, Housing Director; Commissioner Mary Louise Nice; Commissioner Ogden Reid, Chairman; and Commissioner J. Edward Conway.*

Chairman Reid Stresses Apprenticeship Needs

Asserting that 28,000 skilled workers will be required each year for the next several years to fill the needs of industry in New York State, Commissioner Ogden Reid, Chairman of the State Commission Against Discrimination disclosed during a television broadcast on December 3 that a program is under way to intensify the Commission's efforts to help Negroes get into job apprenticeship programs.

Mr. Reid, who appeared with Commissioner Bernard Katzen on the "Direct Line" program over WNBC-TV, observing that Commission studies show only 2 per cent of the present apprenticeships are filled by Negroes, declared he was "frankly impatient," even though "we are starting to make a little headway."

NEW YORK STATE
Commission Against Discrimination
270 Broadway, New York 7, N. Y.

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NEW YORK STATE COMMISSION FOR HUMAN RIGHTS

Newsletter

A BULLETIN ON CIVIL RIGHTS IN EMPLOYMENT, PLACES OF PUBLIC ACCOMMODATION AND HOUSING

Vol. 3, No. 1 | 270 BROADWAY, NEW YORK CITY | Spring, 1962

Governor Sets New Vistas For Human Rights Agency

***BIG DAY:** It was a big day in Brooklyn on February 18, when Governor Rockefeller officially opened the Brooklyn office of the State Commission For Human Rights at 118 Court Street. In the picture outside the new office are, left to right, the Governor, State Senator William T. Conklin, Commissioner George H. Fowler, and Commission Chairman Ogden Reid.*

Syracuse Mayor Pledges Support for Commission

Mayor William F. Walsh of Syracuse was a guest speaker at a recent noonday meeting at the University Club in Syracuse when Dr. Michael O. Sawyer, of the Maxwell School of Citizenship at Syracuse University, was installed as chairman of the Syracuse and Onondaga Community Council of the State Commission for Human Rights.

Commissioner J. Edward Conway, representing the Commission, recalled that Mr. Walsh was at one time Regional Director of the Commission, having served on the staff for a period of 10 years.

In his talk, the mayor pledged continuing interest in and support of the work of the Council and the Commission.

Speaking of the Commission, Commissioner Conway noted that while one of its functions is to process complaints and take actions to prevent and eliminate discrimination, it is also concerned with steps to create a climate of opinion in which equality of opportunity can be made a meaningful reality through voluntary efforts.

"The Council's work," he pointed out, "also includes the sponsoring of conferences with community groups to disseminate educational information about the Commission's resources, to exchange

Continued on page 5

Opens Offices In New York Area To Expand Operation

Governor Nelson A. Rockefeller headed a list of distinguished community leaders and public officials at the pre-opening "get-together" ceremonies at the Brooklyn Office of the State Commission for Human Rights (formerly the State Commission Against Discrimination) 118 Court Street, Brooklyn, on Sunday February 18.

The Brooklyn office, the second to be established in the metropolitan area within a month, was formally opened for business the following day.

Approximately 200 community persons, representing religious, fraternal, business, labor and civic organizations attended the affair.

Chairman Reid who presided said, "The opening of the office is part of the Commission's determination to bring all of its services and resources closer to the people in the constant effort to achieve the goal of opportunity for all."

Governor Rockefeller, made the following statement: "On January 28, upon opening the Upper Manhattan office of the State Commission Against Discrimination I proposed that the name of the Commission be changed to the State Commission for Human Rights.

"On Lincoln's birthday, last Monday, legislation was introduced at Albany to accomplish this in recognition of a significant change of concept—and to spell out more specific areas for effective state action to assure equal opportunity in employment and equal access to places of public accommodation.

"On this occasion," he continued, "opening the new Brooklyn office of the Commission as a further step to serve all the people in dedication to the principles of equal opportunity and human dignity, I would like to underscore the significance of the advances we are making,

Continued on page 2

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Governor Sets New Vistas For Human Rights Agency

Continued from Page 1

as a state, in this most vital field of human rights.

"The proposed change of name," he said, "is far more than a mere change of words. It reflects an evolutionary change of attitude. It reflects the point of view that a citizen of this state does not merely have the right to ask state assistance because he has been discriminated against, but rather that he is endowed with affirmative rights inherent to all Americans. The affirmative connotation of the new name—"for human rights" and not merely "against discrimination"—far more accurately represents the conscientious acceptance by the people of this state of the fundamental precept in the Declaration of Independence that all men are created equal.

"I am pleased that the City of New York has quickly followed our lead in this respect by renaming its Commission on Intergroup Relations. I hope that all groups and agencies—official and unofficial—that are associated in the struggle for human equality will identify themselves as forces for the guarantee of human rights.

"And of all the rights enjoyed by the citizens of a nation which prides itself upon being a land of opportunity, none is more vital than an equal chance for all men and women to find good jobs.

"My administration is dedicated to encouragement of economic growth in order to provide more and better job opportunities—and with demonstrable success. But this doesn't just mean more and better jobs for some people. It means more and better jobs for all the people.

"And this is why one of the human rights bills I have proposed to this session of the Legislature is designed to spell out more specifically the principle of equal opportunity in all apprenticeship and other training programs.

"As Roy Wilkins (executive secretary of the National Association for the Advancement of Colored People) pointed out to Vice President Lyndon B. Johnson in Washington last Thursday in urging more effective federal action against employment discrimination, it is the minorities which have been hit hardest by automation and unemployment.

"In New York State, discrimination in employment by management or labor has been outlawed since the pioneering Dewey administration action of 1945 which created the State Commission Against Discrimination.

"What my administration is proposing is to put new teeth in the law as it applies to training programs associated with employment. My proposal would explicitly prohibit any employer, any labor union, any employment agency, or any joint labor-management committee from denying to any qualified person, because of his race, creed, color or national origin, the right to be admitted to or to participate in apprentice training and other training or retraining programs.

"For 'symbolic breakthroughs' are not enough. There must be true equality of employment opportunity across the board, and I mean to see to it that New York State's citizens have it under the law, wherever and however it may have been denied in the past, directly or indirectly.

The present session of the Legislature has already passed and I have signed into law a measure to increase the membership of the Commission from five to seven. The purpose of this is to enable the Commission to improve its service to you, the people—to function more promptly and effectively.

"I have also proposed legislation—among the bills introduced on Lincoln's birthday—to designate the Commission Chairman specifically as chief executive officer of the agency, and to provide for designation of a vice chairman. This will centralize administrative responsibility and result in more efficient administration. Again, the whole purpose is to do

(*Continued on page 3*)

***GIFTS TO UNIVERSITY:** Governor Nelson A. Rockefeller and Commissioner Bernard Katzen of the State Commission for Human Rights hold engraved portrait of the Great Emancipator, which, with the official flag of New York State, was presented to Bar-Ilan University in Israel. Commissioner Katzen made the presentation while in Israel to deliver the principal address at the Lincoln commemorative exercises in the Abraham Lincoln Building on the Bar-Ilan campus on February 12.*

***HONORED:** Commissioner Bernard Katzen of the State Commission Against Discrimination was signally honored by the Hebrew University in Jerusalem for his efforts as Special Consultant to the U.S. Department of State in 1956, when he evolved a plan for utilization of U.S. counterpart funds in Israel. Forty-two scientific, cultural, educational and humanitarian institutions and projects in Israel received grants. One recommendation resulted in the construction of the John Dewey School for Education on the campus of Hebrew University and the establishment of a Chair for American Studies.*

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Breakthrough in Barbershop Bias

Commissioner J. Edward Conway recently concluded a survey on the nature and extent of equality of opportunity in barber shops, during which 25 barbers and leaders of 14 religious, business and civic organizations were interviewed.

Three weeks after the study was completed, it was found that twelve of the 25 barbers interviewed were serving all customers on a non-discriminatory basis. At the time of the interviews only four of the barbers could name any non-white customers. Four others said that they have always been willing to serve all customers, but that only white persons had sought their services.

Seventeen of the barbers expressed the fear that if they served all persons on the same terms, they would lose business. It was explained to these barbers that discriminatory treatment of any customers was a violation of the Law, and

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IPLOMAT: Commissioner Ogden Reid, Chairman of the New York for Human Rights and of the New York State International Officials host recently to Dr. V. K. Kyaruzi, Ambassador to the UN from mbassador is seen here, second from right, in the chairman's (ex- Others left to right, are Henry Wheatley, assistant to the Chairman, fficials Visitors Office, John B. Sullivan, Director of Education of r Human Rights and Commissioner Bernard Katzen.

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KATZEN GIVES LINCOLN DAY S

Gifts to University from Governor Rockefeller

Commissioner Bernard Katzen of the State Commission for Human Rights on February 12 delivered the Lincoln Day address at Bar-Ilan University in Israel on the occasion of the Lincoln commemorative exercises in the Abraham Lincoln Building on the University campus on the outskirts of Tel-Aviv.

Commissioner Katzen, who was appointed to the Commission in 1959 by Governor Rockefeller noted his association with the present Chairman of the Commission, Ogden Reid, former United States Ambassador to Israel, who, in Mr. Katzen's words, is "so beloved in this land" and "whose own beliefs and the traditions of his family reflect their true love for freedom and humanity."

Describing Lincoln's values, Commissioner Katzen said: "Lincoln was unique; he won immortality in his own time, and has remained an inspiration to the future. His greatness," the Commissioner added, "was founded in his utter simplicity, for his beginnings, much as Israel's own beginning, were those of the pioneer, whose victories were victories over the resistant and unrelenting wilderness."

Through Mr. Katzen, Governor Rockefeller conveyed his "warm personal regards to Dr. Tuvia, Bar-Ilan Acting Director General: to the learned faculty, to the students of the University, and to all the distinguished guests present at the ceremor sity thi Emanci ideals opportu of Israe State."

y Gets Apartment After Investigation

builder as a result of reement obtained by rnard Katzen of the mmission for Human to rent an apartment to a Negro family. rst settlement of such Island area since the inst Discrimination nission for Human jurisdiction over dis- vate housing last Sep- was lodged in Novem- eat Neck Terrace, Inc. nan, builder, Northern Boulevard at 256th Street at Greak Neck Road, Great Neck, N.Y., by Frederick and Charlie Hazel Banks, 21 Summer Avenue, Great Neck. The couple charged that they had been refused an apartment at the Great Neck Terrace in October, although the apartment was offered to a white couple.

Commissioner Katzen emphasized that the builder had been most cooperative throughout the conciliation process, agreeing not only to offer the apartment to the Banks couple but pledging himself to comply fully with the Law Against Discrimination.

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IN BINGHAMTON: Commissioner J. Edward Conway addresses raton Inn in Binghamton on the Commission's new housing juris- he table, left to right, Edward Rutledge, Housing Director; John B. of Education; Commissioner Mary Louise Nice and Sol Heifetz, As-

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Questions and Answers on Problems of Discrimination

HOUSING PUBLIC ACCOMMODATIONS EMPLOYMENT

1. *What is the Commission's Jurisdiction in the Field of Employment?*

The Law covers discrimination by:

a) employers
b) labor unions
c) employment agencies

The Law does *not* cover:

a) firms employing less than 6 persons
b) domestic service
c) non-profit organizations
d) employment of one's spouse
e) federal employment

The Law covers not only hiring but also promotion, equal working conditions and application forms and interviews. In the field of employment, the Law covers discrimination based on *age* as well as race, creed, or national origin. In 1961 this was expanded to cover age 40-65. The Commission requires that a person who *can* do the job should not be discriminated against because he is "too old" and our enforcement powers cover applicants and employees up to age 65.

2. *Is employment discrimination still a problem after 16 years of the equal opportunity legislation in New York State?*

There is now much less discrimination because of race, creed, color or national origin at the entrance level than there was before the law. However, when it comes to supervisory positions, middle management and executive positions there is a notable lack of members of certain racial and ethnic groups in these categories. The fact that minority groups have been in the work long enough now to build up the required experience, skills and seniority means that there is a real chance for a break-through in this area at the present time. This calls for the most skillful use of the Commission's regulatory and educational resources.

***EDUCATIONAL MEETING:** Community leaders assemble in Albany for Arbor Hill Neighborhood meeting to consider the role of community organizations in the program of the Commission for Human Rights to combat discrimination based on race, creed, color or national origin. Photo shows a part of the audience and the speakers, who were, left to right, John B. Sullivan, Commission Director of Education, Mrs. Joseph B. Robinson, chairman, Albany Council, Salvatore J. Amato, Acting Regional Director (speaking) and Father William Crandell of St. Joseph's Church, Albany.*

Commission Council Get Wadleigh School Award

The Manhattan Council of the State Commission for Human Rights (formerly SCAD) received the Wadleigh Junior High School special achievement award at ceremonies in the auditorium of the school, at 215 W. 114th Street on April 13.

SCHR Commissioner J. Edward Conway accepted the award on behalf of the state agency and Arthur Spingarn, the Manhattan's Council's Vice-chairman, accepted on behalf of the council.

The award was given to the council in recognition of its youth incentive program which consisted of a series of workshops for parents which were held during 1961-62.

NEW YORK STATE
Commission For Human Rights
270 Broadway, New York 7, N. Y.

Good workers are found in all Nationalities, Religions and Colors.

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NEW YORK STATE COMMISSION FOR HUMAN RIGHTS

Newsletter

A BULLETIN ON CIVIL RIGHTS IN EMPLOYMENT, PLACES OF PUBLIC ACCOMMODATION AND HOUSING

Vol. 3, No. 2 | 270 BROADWAY, NEW YORK CITY | Fall, 1962

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Governor Rockefeller Gives Equal Opportunity Program Top Priority

Marshals Forces of State in Moves To Promote Equal Opportunity

Governor Nelson A. Rockefeller, whose family for five generations has been in the vanguard of the fight for human freedom and the dignity of man, underscored his own convictions in this field when, in speaking at Harlem's Independent People's Baptist Church, at 85 East 125th Street in January this year, he declared that "equal justice, the full realization of civil rights for everyone in this land, is the burning issue before the people of America today."

Governor Rockefeller, listing five major areas in which action must be taken to assure that every American shall have an equal chance in life in this country, said,

"I mean action to achieve these objectives:

—that every American be guaranteed the right to vote
—that all Americans have equal educational opportunities
—that all Americans enjoy equal job opportunities
—that every American be able to live where his heart desires and his means permit; and,
—that every American have equal access to public facilities and equal opportunity to public employment."

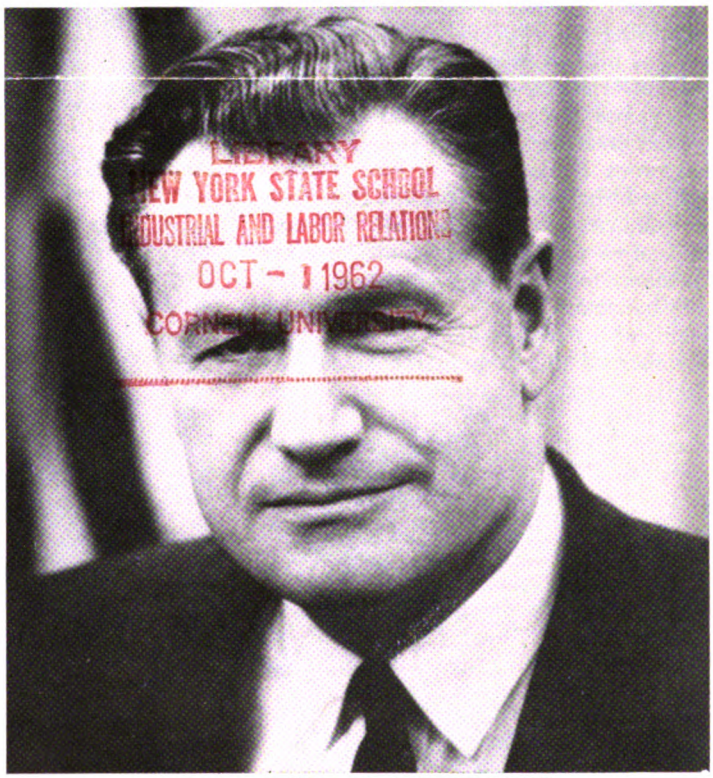
In his first message to the Legislature in 1959, as he outlined his program for the State, Governor Rockefeller blueprinted his plan for action in the area of civil and human rights.

"The achievement of equal opportunity for all will be a major goal of my administration to make New York State a shining example to the nation and to the world of our faith in freedom and justice for all men."

In asserting that "The state must furnish the leadership, the persuasive force and the basic legislative framework for steady progress," Governor Rockefeller noted that he would request the appropriate agencies of government to develop more effective programs for the training and employment of workers in groups heretofore discriminated against to meet the needs of a broader range of business and industry.

More and Better Jobs

"Positive programs," he said: ". . . will serve as a two-way avenue of progress (1) achieving maximum advantage for these groups [previously the subject of discrimination] from economic expansion and (2) furthering the process of economic expansion itself by helping to provide the necessary trained personnel."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GOV. NELSON A. ROCKEFELLER

The State Commission for Human Rights, formerly the Commission Against Discrimination, is one of the agencies that has been strengthened and expanded by Governor Rockefeller to help carry out his 1959 pledge to bring about equality of opportunity in New York State. Legislation changing the name of the Commission was enacted on the 1962 anniversary of Abraham Lincoln's birthday.

About Change of Name

Governor Rockefeller, commenting on the change of name said, "It is far more than a mere change in name. It reflects a conceptual evolution to the point of view that a citizen of this state does not merely have the right to ask state assistance because he has been discriminated against, but rather that he is endowed with affirmative rights inherent to all Americans.

"It is historically appropriate," the Governor added, "that legislation effecting this change in the name of our official arm against prejudice and discrimination should occur on the birthday of the American who, more than any other, symbolizes our

(Continued on Page 2)

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Governor Rockefeller Spurs Drive For Equal Opportunity

Strengthens and Expands Human Rights Commission

dedication to human rights and equality of opportunity for all.

"The affirmative connotation in the name, 'Commission for Human Rights,'" he said, "more accurately represents the conscientious acceptance by the people of this State of the fundamental precept in our Declaration of Independence that all men are created equal."

Commission Expanded

In an effort to increase the efficiency and effectiveness of the Commission, Governor Rockefeller was successful in obtaining the approval by the Legislature of bills to increase the membership on the Commission from five to seven, to expand the powers of the chairman and to create the office of vice chairman. Governor Rockefeller, on May 14, appointed Commissioner George H. Fowler as chairman, Commissioner Bernard Katzen as vice chairman, and two other members to the Commission.

Chairman Fowler succeeded Ogden Reid, who resigned after having been a member of the Commission since July 1961, serving as chairman from November 1961 to May 1962. Mr. Reid succeeded Elmer A. Carter, who is now Executive Assistant (Inter-group Relations) to Governor Rockefeller.

The two Commissioners appointed on May 14 were Lloyd L. Hurst, an attorney from Rochester, and Ruperto Ruiz, a naval architect from Manhattan. A week later on May 21, former Supreme Court Justice Francis X. Giaccone, of Brooklyn, was appointed.

NEW CHAIRMAN: Secretary of State Caroline K. Simon administers the oath of office to Commissioner Fowler as Chairman of the New York State Commission for Human Rights in Governor Rockefeller's office May 14, 1962. Looking on are the Governor and former Chairman Ogden Reid, whom Mr. Fowler succeeded.

UNITED FOR ACTION: Commissioners George H. Fowler, second from left, and Bernard Katzen, second from right, newly appointed chairman and vice chairman respectively of the State Commission for Human Rights, join hands with two new members of the Commission, Ruperto Ruiz (Manhattan) left, and Lloyd L. Hurst (Rochester) right, and Governor Rockefeller following swearing in ceremonies in the Governor's office on May 14, 1962.

Acts to Promote Equality in Housing, Commercial Space

In 1961, on recommendation of Governor Rockefeller, the Legislature strengthened the housing provisions of the Law Against Discrimination, by giving the Commission jurisdiction over (1) certain private housing, all commercial space, (2) the practices of real estate agents in selling or renting housing accommodations covered by the Law or commercial space, (3) practices of financial institutions in providing financial assistance for the acquisition or repair of all housing accommodations or commercial space, and (4) advertising or use of forms relating to the sale or lease of any accommodations whether or not the property is covered by the Law.

In housing, researchers are compiling information covering every major city in the State of New York with respect to racial and ethnic patterns in apartment buildings and housing developments, in neighborhoods, in urban renewal projects and in land re-use.

A Bigger Budget

In still another action to undergird the Commission for Human Rights in the effort to eliminate discrimination based on race, creed, color or national origin, the Commission's 1962-1963 budget, at the Governor's request, was increased by 40%, which has enabled the Commission to launch an expanded program with four new Regional Offices—these new offices in Upper Manhattan, Long Island, Brooklyn and Rochester bring the Commission closer to the people.

The $442,000 increase over last year's budget for a total of $1,537,834.00 for the fiscal year 1962-1963 has permitted the addition of 46 staff members, including an associate and a number of senior field representatives. New criteria are being developed for the recruitment of personnel which will enable the agency to broaden its field of choice and to establish a career service in the field of human rights.

In connection with its reorganization plans, the Commission has carefully studied its administrative procedures and has concluded that the processing and settlement of complaints and investigations will be expedited through the appointment of case examiners who will work directly under the Commissioners who have the ultimate responsi-

(*Continued on Page 3*)

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BROOKLYN LEADERS MEET: Commissioner George H. Fowler, Chairman of the State Commission for Human Rights, tells Spanish speaking community leaders about the aims and resources of the Commission at a meeting in the Commission's Brooklyn office at 118 Court Street.

Governor Rockefeller Spurs Drive For Equal Opportunity

Continued from page 2

bility under the law for settling complaints.

Pioneering Apprenticeship Legislation

New legislation makes it explicitly illegal for any labor union or business corporation to deny admission to apprenticeship programs or to on-the-job training programs for reasons of race, creed, color or national origin.

The Commission is convinced that passage of the amendment, coupled with the cooperation of labor and management, will open many apprenticeship opportunities for Negro and Puerto Rican youth by the end of the year.

Public Accommodations

Other new legislation broadening the coverage of discrimination in places of public accommodations, which includes all retail establishments dealing with goods and services of any kind, enables the Commission to insure the availability of retail credit on a non-discriminatory basis.

Research Programs Pushed

An important present goal of the Commission is to establish research benchmarks in its several areas of jurisdiction in order that opportunity for progress may be accurately assessed.

In employment, the research program is designed to determine whether and to what extent each industry and occupation within the State is open on an equal basis to all applicants in initial hiring as well as in promotion.

B'NAI B'RITH MEETING

Commissioner J. Edward Conway of the State Commission for Human Rights on April 14 addressed a meeting at the Hotel Granit in Kerhonkson, New York, of B'nai B'rith chapters, sponsored by the Hudson Valley Council of B'nai B'rith.

Commissioner Conway devoted his talk to the aims and procedures of the Commission in the fight against discrimination based on race, creed, color or national origin; and outlined what community and civic organizations can do in helping to make the Commission's work more effective.

The meeting, attended by close to 200 leaders of B'nai B'rith from Poughkeepsie, Ellenville, Newburgh, Hudson, Fallsburgh, Kingston and other large cities in this area as far south as Rockland County, was chaired by Mr. Daniel Roher of the Ellenville Chapter.

On May 12, 1962 at the Schenectady Y.W.C.A. participants in a Junior High Y-Teen Conference were Sal Amato, John W. Jennings and between 50 and 55 people, mostly Junior High School students, and counselors; also two discussion leaders from Schenectady.

Commission Gets Agreement on Apt. for Complainant

A complainant charged that she was discriminated against, because of her color, by a beauty shop. She said she had been served several times at the shop but that on the last occasion, as she paid her bill and asked for an appointment for the following week, she was told that the operator who worked on her was leaving the studio's service. The complainant responded that she would be satisfied to have another operator serve her. The cashier called the manager, who allegedly said, "I wanted to avoid the situation, but my operators just don't want to work on your hair, and I don't want to lose them."

When her request for a future appointment was refused, she filed a complaint with the Commission for Human Rights.

Commissioner Bernard Katzen, investigating this matter, found probable cause. He closed the case after the manager wrote the complainant a letter of apology, invited her to make a future appointment, and assured her that all the studio's facilities were available to her.

LUNCHEON PLANNERS: Mrs. James H. Luther, Jr. (left), chairman and Dr. Jane C. Wright, of the committee planning a luncheon Sunday, June 17, Plaza Hotel, in honor of the recipients of the Harry C. Oppenheimer Memorial Scholarships.

SCFHR COUNCIL GIVES HARRY C. OPPENHEIMER SCHOLARSHIPS TO FIVE

Five New Yorkers—Walter J. Crain, of the Bronx; Isabel C. Johnston and Mary H. Mac Dougald, of Manhattan; Matthew Meade of Brooklyn; and Patricia Thornton, of Queens, will spend six weeks in Africa with the Operation

(*Continued on Page 6*)

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Community Leaders Take Part In Commission's Radio Series

Commissioner George H. Fowler, Chairman of the State Commission for Human Rights, is currently presenting a series of broadcasts about the New York State Law Against Discrimination over Radio Station WWRL, New York City. The programs, "We Hold These Truths," designed to acquaint the public with the Commission's work, facilities, resources and aims, are heard Tuesday nights from 11:45 p.m. to midnight.

Ogden Reid, former Commission Chairman, appeared with Commissioner Fowler to open the series on March 13. Commissioner Bernard Katzen, Commission Vice Chairman, discussed the Commission's foreign visitors' program on one of the recent broadcasts. Commissioners J. Edward Conway, Mary Louise Nice, Lloyd L. Hurst, Ruperto Ruiz and Francis X. Giaccone also have taken part in the series.

Among Commission personnel who have participated in the programs are: John B. Sullivan, Director of Education; Edward Rutledge, Housing Director; Henry Spitz, General Counsel; Milton Rosenberg, Director, Division of Employment Discrimination; John H. Bushnell, Director of Research; Garda W. Bowman, Associate Director of Education; and D. Robert Ricciardi, Assistant Director, Division of Employment Discrimination.

Council members who have participated include Mrs. James H. Luther, Jr., Atty. Max Delson, and the Rt. Rev. Msgr. Archibald McLees. Others who are scheduled to appear are: Roderick Stephens, Arthur B. Spingarn, the Reverend Charles L. Warren, Leonard S. Ross, Theodore Jackson, the Reverend Alfred H. Rapp, Warren J. Bunn, Mrs. Helen Maisner, H. Daniel Carpenter, The Reverend Edler G. Hawkins, Peter Weiss, Jacques Lang, Philip J. Brown, Henry K. Craft and James B. Zabin.

In addition to the WWRL broadcasts, a series of six radio programs in Spanish, under the title, "Human Rights in New York," was broadcast over Station WHOM in New York, on May 5, 12, 19, 26 and June 2 and 9 at 6:00 p.m.

Commissioner Ruperto Ruiz and Dr. Carmen Marrero, Educational Field Representative of the State Commission for Human Rights, participated in these programs. Radio Station WLIB also is cooperating with the Commission in its educational program. Five programs already have been broadcast in a special series that was opened with a discussion of the Commission's work by Chairman George H. Fowler.

CONGRATULATE NEW COMMISSIONER: Community leaders pose with Governor Rockefeller after witnessing ceremonies on May 14, 1962 at which Ruperto Ruiz (second from right) was sworn in as a member of the State Commission for Human Rights. In the picture, left to right, are Jose Lumen, newspaper executive; Augusto Costells and Gregory Domenech, Civic leaders; Dr. Carmen Marrero, Senior field representative, State Commission for Human Rights. Governor Rockefeller, Mrs. Raquel Ruiz Cosmelli, Commissioner Ruiz and Harris Present, member, Manhattan Council.

Families Get Housing In Syracuse Units

Action by the State Commission for Human Rights enabled two families in Syracuse to obtain housing accommodations after they had charged in complaints filed with the Commission that they had been discriminated against because of their color in their efforts to secure housing.

One of the complainants, Alphonso Jellerette, an engineering writer, charged that he was denied an apartment by the building owner who claimed that the white tenants in the building would move out if a Negro were permitted to move in.

Following a finding of probable cause by Commissioner J. Edward Conway to credit the allegations in the complaint, Mr. Jellerette was permitted to move into the apartment. A subsequent review of the case discloses that not only had none of the white tenants moved out, but practically all of them have been friendly to their new neighbors.

In the other case James Anderson, a U.S. Army captain, moved into the Onondaga Garden apartments following a finding of probable cause by Commissioner Conway.

LESSONS ON THE LAW: A series of Conferences on the Law against Discrimination, and on the functions and services of the State Commission for Human Rights was sponsored by the Orientation Center of Radio Station WHOM, at the New Yorker and Jefferson theaters in New York City. Dr. Carmen Marrero, of the Education Division of the Commission was the lecturer. From left to right, Johnny Lopez and Don Enrico, of the WHOM staff, Mrs. Blanca Lopez, Director of the Center, Lylel Gonzalez, newspaper man and radio announcer, in charge of the presentation of the program, and Dr. Marrero and Jose P. Diaz, member of the staff of the Education Division of the Commission.

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HANDSHAKE FROM GOVERNOR: Commissioner Francis X. Giaccone receives congratulations from Governor Rockefeller, after being sworn in as a member of the State Commission for Human Rights. Commission Chairman George H. Fowler, next to the Governor, and Commissioner Ruperto Ruiz are the others in the picture.

AWARD FOR SERVICE: Commissioner J. Edward Conway, of the State Commission for Human Rights, left, and Arthur B. Spingarn, acting chairman of the Commission's Manhattan Council, right, accept Wadleigh Junior High School's 1962 Achievement award from the school's Assistant Principal, Lester D. Basch. The award was given to the Council in recognition of its youth incentive program which consisted of a series of workshops for parents during the school year 1961-1962.

COUNCIL MAKES PLANS: Members of the Onondaga Council of the State Commission for Human Rights, under the Chairmanship of Dr. Michael O. Sawyer, director of citizenship education at the Maxwell School of Citizenship, Syracuse University, put finishing touches on plans for the July 2-3 Syracuse area Human Rights conference. In the picture are: Rt. Rev. Msgr. Charles J. Brady, Mrs. Emily Barhydt, Mrs. Leo R. Murphy, Mrs. J. Curtis Boler, the Rev. E. Rugby Auer, Frank Wood, Mrs. Rhea Eckel, Robert Romig, Earl D. Bell, the Rev. Thomas J. Costello, Dr. Charles V. Willie, Robert G. S. Maier, Dr. Sawyer, Alexander Holstein, Kenneth Kindelsperger, and the Rev. William H. McConaghy.

LEADERS CHAT: Commissioner J. Edward Conway, of the State Commission for Human Rights, (left) poses with members of the Commission's Onondaga Council between sessions of a series of meetings in Syracuse to plan for a Syracuse Conference on Human Rights. Shown in the picture, left to right are, Commissioner Conway, Dr. Michael O. Sawyer, Dr. Charles V. Willie, Mrs. Rhea Eckel and Dr. Earl H. Bell.

NO TIME OUT: Even during lunch time members of the Council continue discussion of plans for the Human Rights conference, an event that brought together leaders in a variety of fields of activities and interests in the Syracuse Area: business, industry, finance, labor, community relations, intergroup and interracial relations, religion and politics. In the picture are, Council Chairman Sawyer, the Rev. Thomas Costello, Earl D. Bell, Robert E. Romig, Alexander Holstein, Kenneth Kindelsperger, Paul Weinandy, William E. Davidson, William Chiles, the Rev. William H. McConaghy, Dr. Charles V. Willie and SCFHR Commissioner J. Edward Conway.

COMMUNITY ORGANIZATIONS: Top leaders of Community organizations in Syracuse gather to discuss plans for Human Rights conference. In the picture, left to right are: Sidney Manes, B'nai B'rith; George Wiley, CORE; Mary Ann Gibson, Catholic Interracial Council; Miss Edith Oldfield, Soroptimist; Riley Pam, NAACP, Mrs. Fran W. Freel, PTA Council; Robert G. S. Maier, SCFHR Regional Director, Dr. Michael Sawyer, chairman SCFHR Onondaga Council; George Sparks, Greater Syracuse Labor Council; Mrs. George Reeve, League of Women Voters; Wilson Wormer, YMCA; Mrs. Tierzah Anderson, YWCA; Robert Hillers, Jaycees, and Miss Marguerite Lane, Field Representative of the Commission and co-ordinator of the conference.

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Buffalo Area Leaders at Housing Conferences

Educational conferences were held on March 13, 1962 under the auspices of the Commission's Buffalo Regional Office with community organizations in the Niagara frontier area. The purpose of these meetings was to acquaint community leadership with the breakthroughs that have been made in providing equality of opportunity in jobs, housing and public accommodations, and the dimensions of the job that still remains before equality can be a reality for all people in all parts of the Empire State.

In the first of these conferences, Commissioner Nice and members of the Commission's executive staff met with Ralph Barnes, Commissioner of Planning for Erie County; Dr. Louis L. Gitin, Assistant Superintendent of Schools, Buffalo; Attorney George W. Wanamaker, member of SCFHR's Buffalo Council; and legal representatives of public agencies in Erie County and of the Erie County Bar Association, among whom were: John Curtin, U.S. Attorney; Eugene O'Connor, Asst. U.S. Attorney; Norman Stiller, Erie County Attorney; Louis Russo, Erie County Exec. Asst.; Carmen Ball, District Attorney; George Blair, First Asst. Dist. Atty.; Alfred Silverman, Asst. Attorney General; Elmer Stengel, Corporation Counsel; Anthony Gregory, Asst. Corporation Counsel; Harold Ehrlich, Counsel, Niagara Port Authority; James Kelly, Asst. Counsel, Niagara Port Authority; Samuel Blinkoff, Asst. Exec. Secy. Buffalo Municipal Housing Authority; John B. Walsh, Exec. County Bar Assn. and Robert A. Burrell, Deputy Corporation Counsel.

The Commission's General Counsel, Henry Spitz, answered questions asked by the participants and led a general discussion on the Commission's procedures.

Victor Einach, SCFHR's Regional Director, and John B. Sullivan, Director of Education, also discussed with Dr. Gitin SCFHR's materials as they might be used in guidance programs. Arrangements were made at this meeting for further discussions leading up to a possible area-wide guidance conference.

In the afternoon, a meeting on the Commission's jurisdiction in private, public and publicly-assisted or financed housing was held at Burman's Inn, Orchard Park, Buffalo. Commissioner Mary Louise Nice again described the Commission's work and the Commission's Director of Housing, Edward Rutledge, answered the questions of housing industry leaders: bankers, builders and brokers. Rt. Rev. Msgr. Sylvester Holbel, Member of the Commission's Buffalo Council, served as Chairman of this meeting, the theme of which was: Equality of Opportunity—The Role of the Housing Industry.

The last of the day's conferences was held at 8:30 p.m. when Commissioner Nice met with members of the Buffalo Urban League at their headquarters in the Ellicott Public Housing Project. Dr. Raymond E. Jackson of SCFHR's Buffalo Council, chaired the meeting which featured not only an address by Commissioner Nice but a presentation of the Commission's latest film: "In Search of Housing."

Newsletter, Other Pamphlets in Spanish

The Commission for Human Rights has taken positive steps to acquaint New Yorkers of the Spanish speaking community of their rights under the Law Against Discrimination.

In addition to conferences and radio programs in Spanish, the Commission has published a number of pamphlets in the Spanish language. With the Spring issue, which was published in March, a quarterly Newsletter in Spanish is now a standard item in the Commission's catalog of literature. The Summer issue now off the press is available for distribution.

A Tribute

In every group, there are a few men who stand out and become, in effect, the spokesmen of their group within a given geographical area. In New York State, the Reverend John La Farge, S.J., and George K. Hunton who recently retired have been the spokesmen for the Catholic position on human rights—a position which has been stated and re-stated in Papal encyclicals throughout the years.

Commissioner George H. Fowler, Chairman of the New York State Commission For Human Rights, referred to this event as follows:

"The retirement of Father La Farge and George Hunton from the active leadership of the Catholic Interracial Council is a loss that will be shared by all who believe in social justice."

SCFHR COUNCIL GIVES SCHOLARSHIPS TO FIVE

(*Continued from Page 3*)

Crossroads Africa program under grants provided by the Harry C. Oppenheimer Memorial Scholarships, sponsored by the Manhattan Council of the New York State Commission for Human Rights.

The Council gave a luncheon in honor of the recipients Sunday June 17 at the Hotel Plaza in New York.

The scholarships honor Harry C. Oppenheimer, who served as chairman of the Manhattan Council from June 1, 1949 until his death on March 8, 1962.

Appearing on the luncheon program were: Commissioner Bernard Katzen, vice-chairman, State Commission for Human Rights; Dr. James H. Robinson, director, Operation Crossroads Africa; Dr. William Rosenblum, Msgr. Raymond P. Rigney, and Dr. Charles Warren, members of the Council; John B. Sullivan, Director of Education, State Commission for Human Rights, and Mrs. James H. Luther, Jr., a member of the Council and chairman of the luncheon committee. Other members of the luncheon committee were: John F. Brosnan, Arthur S. Glixon, Joseph B. Karow, Walter S. Mack, Jr., Mrs. Jere F. O'Brien, Amos J. Peaslee, John L. Tishman, Charles H. Tuttle, Esq., Peter Weiss, Dr. Jane C. Wright and James B. Zabin.

STATE OF NEW YORK

Nelson A. Rockefeller, Governor

Executive Department

NEW YORK STATE COMMISSION FOR HUMAN RIGHTS

George H. Fowler, *Chairman*
Bernard Katzen, *Vice Chairman*
J. Edward Conway — Francis X. Giaccone
Lloyd L. Hurst — Mary Louise Nice
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***AT BUFFALO URBAN LEAGUE:** Commissioner of the State Commission for Human Rights Mary Louise Nice is shown addressing a (SCFHR) Neighborhood Housing meeting at the Urban League headquarters, Buffalo regarding housing problems in the city's Ellicott District. Others in the picture are John B. Sullivan, Director of Education, SCFHR; Henry Spitz, General Counsel, SCFHR; Dr. Raymond E. Jackson, member of the Commission's Buffalo Council, and chairman of the meeting; SCFHR's Housing Director, Edward Rutledge and Fred Barkley, Commission Field Representative.*

***SOUTH TOWNS MEETING:** The Rt. Rev. Msgr. Sylvester J. Holbel headed a group of leaders in the South Towns area: South Buffalo, Lackawanna, Orchard Park, Hamburg, who met with representatives of the Commission for Human Rights to consider Housing and other problems in the area as they relate to the jurisdiction of the Commission. In the picture, left to right, John B. Sullivan SCFHR's Director of Education; Commissioner Nice, Monsignor Holbel; Edward Rutledge and Henry Spitz, Housing Director and General Counsel respectively of the Commission.*

***BUFFALO-MASTEN-HUMBOLDT AREA:** SCFHR's Housing Director, Edward Rutledge tells audience at public meeting in Buffalo's Masten-Humboldt section about the new provisions of the Law against Discrimination in relation to private housing. Meeting was held in the Richard V. Carnival community.*

***ON HUMAN RELATIONS:** The Commission's Buffalo Regional Director, Victor Einach, meets with members of the Committee on Community Relations of the Buffalo Board of Education to discuss the role of the schools in relation to the work of the Commission. Mr. Einach is shown at right. Dr. Lillian A. Wilcox, assistant superintendent of Buffalo Public Schools is chairman of the committee.*

Leadership Advisory Committee Formed

A citizens' leadership group to disseminate information about the Law Against Discrimination was recently established in Upper Manhattan. The Commission office in that area at 62 East 125th Street is headed by Mrs. Lillian Sharpe Hunter.

At the initial meeting in the Upper Manhattan office on June 4, committee members proposed a series of training sessions on the Commission's purposes, procedures and resources in order that they would be better qualified and equipped to communicate the information to the public. The first of these sessions was held June 25 with the Commission's Director of Education John B. Sullivan and General Counsel Henry Spitz as speakers. Mr. Sullivan talked about the philosophy of the Commission, the background of its creation, how it works, the gains or breakthroughs it has brought about in housing, employment, public accommodations, and the dimensions of the task ahead. Mr. Spitz discussed the legal aspect of the Law and procedures, in which he explained the various steps the Commission may take in the processing of a complaint through the investigation to a public hearing and possible action in the State Supreme Court. Mr. Sullivan emphasized the role of local groups in giving greater effect to the Law's goals.

The committee membership, still incomplete, includes: Mrs. Jummell Bryant, Assemblywoman Bessie A. Buchanan, Mrs. Ellen Craft Dammond, Mrs. Daisy Hicks, Mrs. Ida Norwood, Mrs. Cora Mae Pulley, Mrs. Hallie Talbert, Bishop Alvin Childs, Joseph E. Davis, Albert Edwards, Thomas Young, Dr. Uvee Mdonna Arbouin, Miss Lucille Black, Mr. and Mrs. Ossie Davis, Mrs. Hilda Fortune, Mrs. Maude Gadsen, Mrs. Louise Fisher Morris, Rev. M. L. Wilson, Dr. Peter Marshall Murray, John Thomas, Rev. Charles L. Warren and Rev. Moran Weston.

End Racial Barrier In Rye Development

Editor's Note: The following case was settled on July 13, when the owners of Rye Colony agreed to lease a four-and-a-half-room apartment to Mr. Redd before December 1 at $175.00 a month. Mr. Redd and his wife and their two children will be the first Negro tenants in the 162-family development.

A public hearing of charges of racial discrimination against Rye Colony, Inc., a housing development located at Peck and Midland Avenues, Rye, New York, and its superintendent, John Zier, ordered by Commissioner J. Edward Conway of the State Commission for Human Rights, is set to open on July 12.

Chairman George H. Fowler, in setting the date for the hearing, named Commissioner Bernard Katzen, Vice Chairman of SCHFR, Commissioner

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Leaders Confer On Foreign Visitor-Student Program

Commissioner Bernard Katzen, SCFHR Vice-Chairman, confers with twenty-one national, state and local organizations, public and private, engaged in foreign visitor-student programs in New York State. He acquainted them with the Commission's work and discussed co-operative plans for future programs. Attending the conference were Mrs. Carmel Carrington Marr, Legal Advisor, United States Mission to the United Nations; Mrs. Grace Belt, Regional Director, U.S. Department of State Reception Center; Mrs. Elaine Heifetz, Program Officer, U.S. Department of State Reception Center; William Stricker, Deputy Director, Foreign Correspondence Center, U.S. Information Agency; Mrs. Regina Andrews, Chairman, Education Committee, National Council of Women of the U.S.; Dr. William Cullen Bryant, Director, Summer Employment, The African-American Institute; Miss Elsie Carrington, Volunteer Worker, American Committee on Africa; Dr. John A. Davis, Executive Director, American Society of African Culture; Mr. Lyman Hoover, New York Representative, The Asia Foundation; Mrs. Wenonah Logan, Program Consultant, National Social Welfare Assembly; Mrs. Winthrop R. Munyan, Secretary, Pan-Pacific and Southeast Asia Women's Association of USA; Mrs. M. H. Purcell, Executive Asst. to the President, Institute of International Education; Mrs. Dudley Selden, Chairman, Visitor's Committee, National Council of Women of the United States, Inc.; Mrs. Roger Steinhardt, Women's Africa Committee of the African American Institute; Dr. Richard Taylor, Program Director, International House; Mrs. Cora Weiss, Executive Director, African American Student Foundation; and Miss Gilberte Woods, Director, Placement Services, African Service Institute.

End Racial Barrier In Rye Development

(*Continued from Page 7*)

Ruperto Ruiz and Commissioner Francis X. Giaccone to conduct the hearing. Commissioner Katzen will preside over the panel.

This will be the second public hearing involving a complaint of discrimination in housing filed by M. Paul Redd, 23 Goldwin Street, Rye.

In an earlier public hearing on a complaint filed by Mr. Redd, the owners of Rye Wood Gardens, also in Rye, were found to have committed an act in violation of the Law Against Discrimination in that they refused to rent a housing accommodation to an applicant because of his color. The Hearing Commissioners were comprised of Commissioners Bernard Katzen, who presided, Mary Louise Nice and George H. Fowler.

ADDRESSES ELKS AND NAACP: Commissioner Mary Louise Nice, is shown addressing a joint meeting of the Buffalo branch of the NAACP and the Civil Liberties Committee of the Elks, Sunday, May 27 at Pilgrim Baptist Church, Buffalo, as part of the Elks State Convention.

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Commission For Human Rights
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